



Law & Regs

Section 169: Staffing Requirements

3. Approved providers and nominated supervisors must make sure there are enough educators caring for the children, meeting the minimum number set

by law.

4. Approved providers and nominated supervisors must make sure each educator has the right qualifications for their role as required by the national regulations.

Important Regulations

- **Regulation 8:** Defines the National Quality Standard (NQS), which is detailed in Schedule 1 of the law.
- **Regulation 123:** Explains the required educator-to-child ratios for centre-based services.
- **Regulation 126:** Covers the general qualification requirements for educators in centre-based services.
- **Regulations 130-134:** Detail the requirements for Early Childhood Teachers (ECTs).

For more information on specific staffing rules in your state or territory, refer to the *Guide to the NQF* or your *Staffing Arrangements Policy*.

There are **things** that you need to do with your service and educators.

- (1) Review the points from the Law and make yourself familiar with them. Conduct the compliance test with your educators to check their knowledge.
- (2) Add to your folder the daily planner so you can document and show the assessor how you are working with educators. Use documents provided in this section.
- (3) Guide your educators to ensure they are at the meeting level, use the examples in the educators' section and the checklist to help you know exactly what is required.
- (4) Explore the exceeding themes with the examples in the educators' section and your section for critical reflection and families and communities.
- (5) Work with your Nominated Supervisor and edit the QIP (SAT for NSW) template provided by Centre Support to ensure it is reflecting your service's practices.

Week 37, 18 to 22 November 2024 – 4.1.2 Continuity of Staff



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 Gracie asks, from a Law or Reg point of view, why it's important to maintain continuity of educators? Please respond.		
Mr Sandon asks what other things can be achieved when continuity of educators is achieved. Please respond.		

Week 37, 18 to 22 November 2024 – 4.1.2 Continuity of Staff

Copyright Centre Support Pty Ltd 2024 The service who has purchased this product is the only service that can use this document. No part of this document can be copied, distributed, passed on or given to a friend outside the service who has not purchased the Centre Support Product. If this occurs Centre Support will take legal action against you personally and the person who has received it.

4.1.2

Continuity of staff

Every effort is made for children to experience continuity of educators at the service.



Week 37
18.11.2024

Section 8. Role of the Educational Leader (Educational Leader)
Detailed guidelines for the Educational Leader.

Educational Leader weekly sheet

Date	Educational Leader activity	With whom?	Comments	Follow up
Monday 18.11.24	Observe classroom interactions	Educators in Room A	Noted strong bonds between educators and children in Room A.	Schedule a meeting to discuss strategies used in Room A.
Monday 18.11.24				
Tuesday 19.11.24				
Wednesday 20.11.24				
Thursday 21.11.24				
Friday 22.11.24				

General thoughts or ideas

Week 37, 18 to 22 November 2024 – 4.1.2 Continuity of Staff



Compliance test for educators ANSWERS for this week.

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 Gracie asks, from a Law or Reg point of view, why it's important to maintain continuity of educators? Please respond.	One reason is to ensure the Service can maintain the required educator to child ratios prescribed in the Regs, and the qualification requirements which form part of those ratios.	
Mr Sandon asks what other things can be achieved when continuity of educators is achieved. Please respond.	Outcomes for many of the NQS Quality Areas are enhanced when there is continuity of educators eg: <ul style="list-style-type: none"> • Higher quality educational programs (QA1) • Improved outcomes with children's health and safety (QA2) • Improved relationships with children (QA5) • Improved relationships with families and the community (QA6) 	

Week 37, 18 to 22 November 2024 – 4.1.2 Continuity of Staff

Copyright Centre Support Pty Ltd 2024 The service who has purchased this product is the only service that can use this document. No part of this document can be copied, distributed, passed on or given to a friend outside the service who has not purchased the Centre Support Product. If this occurs Centre Support will take legal action against you personally and the person who has received it.