ISSUE 111

JIGSAW

THE MAGAZINE OF FAMILY DAY CARE AUSTRALIA



2026 Excellence in Family Day Care Awards Nominations

The Magic of Toast

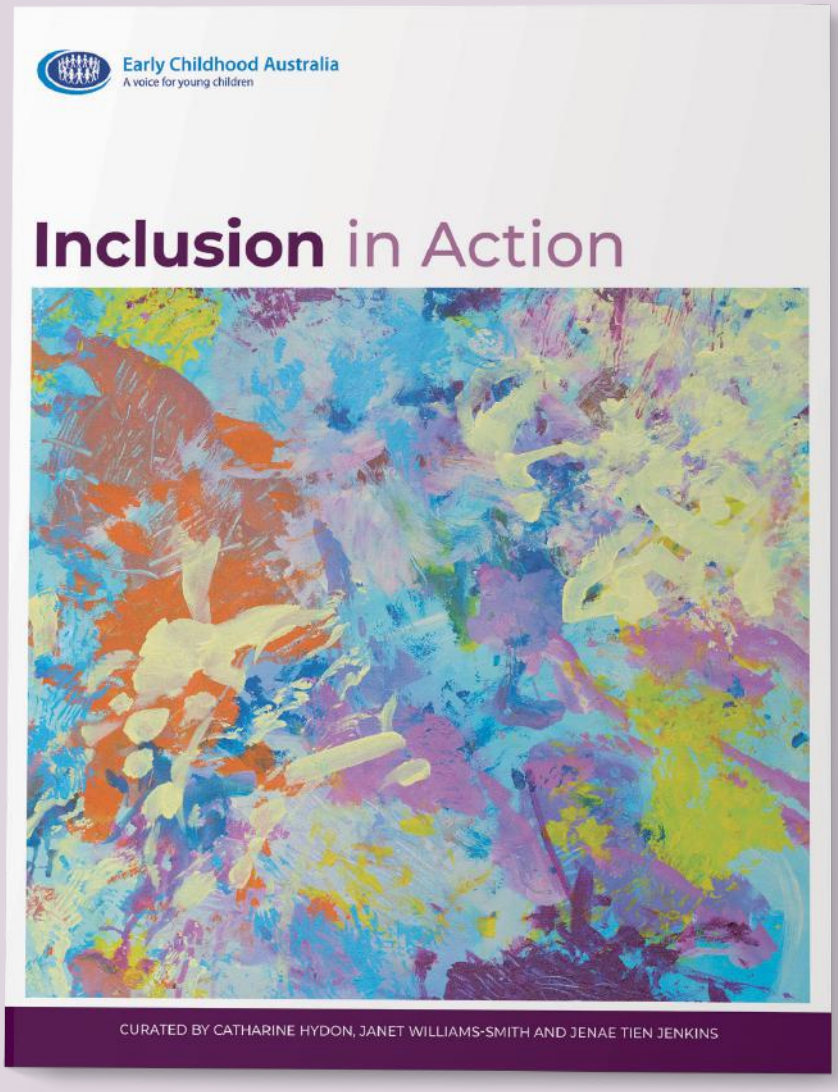
A Pedagogy of Glimmers

Meet the Team * Celebrating Our Reef * The Is Our Story * Fun with FDCA * Celebrating Educators' Day * Member Spotlight * Capability Trial Update * Business Insights * In-Venue Family Day Care * Dollars and Sense * Cot Safety with Red Nose * Scholastic Storytime

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CURATED BY CATHARINE HYDON, JANET WILLIAMS-SMITH AND JENAE TIEN JENKINS



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ISSUE 111

JiGSAW

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A word from the CEO

Welcome to Edition 111 of JiGSAW Magazine, our final edition for 2026!

As we approach the end of another busy and challenging year for family day care, it is a wonderful opportunity to reflect on the extraordinary contribution our sector continues to make to children, families and communities across Australia. While 2026 has presented its share of challenges, there is also much to celebrate, and perhaps no better reminder of this than our annual Excellence in Family Day Care Awards.

This year marks the 15th anniversary of the Excellence in Family Day Care Awards, a milestone that reflects a decade of celebrating and showcasing the remarkable educators, coordinators and services that make our sector so special. With nearly 4,500 nominations received this year, the Awards continue to provide a powerful reminder of the value families place on family day care and the dedication, professionalism and commitment of those who deliver it.

As we prepare to celebrate our National Finalists at the Awards Gala Dinner in Brisbane on 28 November, I would like to extend my congratulations to every member who has been nominated. Recognition from the families and communities you support is something to be incredibly proud of. Beyond the individual achievements, the Awards also provide an important opportunity to promote the unique strengths of family day care and showcase the quality of education and care being delivered in homes and communities across the country.

This edition of JiGSAW fittingly brings together a wonderful collection of stories that reflect those very qualities.

One particularly special contribution comes from Lyn Kerr, who reflects on almost 30 years in the sector as she embarks on retirement. Lyn's story is a reminder of the lasting relationships, sense of community and commitment that underpin family day care, and the significant contribution of those who have dedicated so much of their working lives to our sector.

We also hear from Kelly Johns about celebrating the beautiful Whitsundays through family day care, while Anna Haley explores the importance of recognising the small, positive moments in everyday life through A Pedagogy of Glimmers. These contributions, together with Ros Humbles' wonderfully practical and engaging The Magic of Toast, remind us that some of the most meaningful learning experiences and connections can be found in the simplest of everyday moments.

Alongside these member stories, we explore the opportunities presented by venue-based family day care and share an update on the Family Day Care Capability Trial. Both reflect important work underway to explore new approaches, strengthen our sector and support family day care's capacity to respond to the changing needs of Australian families.

As we close out 2026, I want to acknowledge the continued resilience, adaptability and professionalism of our members. Against a backdrop of significant reform and increasing expectations, you continue to demonstrate the unique strengths of family day care and the important place it holds within Australia's early childhood education and care system.

On behalf of everyone at FDCA, thank you for your ongoing commitment, your engagement with us and, most importantly, the difference you make in the lives of children and families every day.

I wish you and your families a safe and enjoyable festive season and look forward to working with you in 2027.

Happy reading!

Andrew Paterson
Chief Executive Officer
Family Day Care Australia

ACKNOWLEDGMENT OF COUNTRY:
We at Family Day Care Australia acknowledge the Traditional Custodians of the land on which we live and work, the Darkinjung People, and pay our respects to their Elders past and present. We honour Aboriginal and Torres Strait Islander peoples' continuous connection to Country, and celebrate their traditions and living cultures.



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THANK YOU

A special thank you to everyone who contributed to this edition of JiGSAW.

Meet the FDCA Team

Get to know the people behind the scenes at FDCA. In this section, we'll introduce the dedicated team members whose passion, experience and drive, work for you every day!



Josie

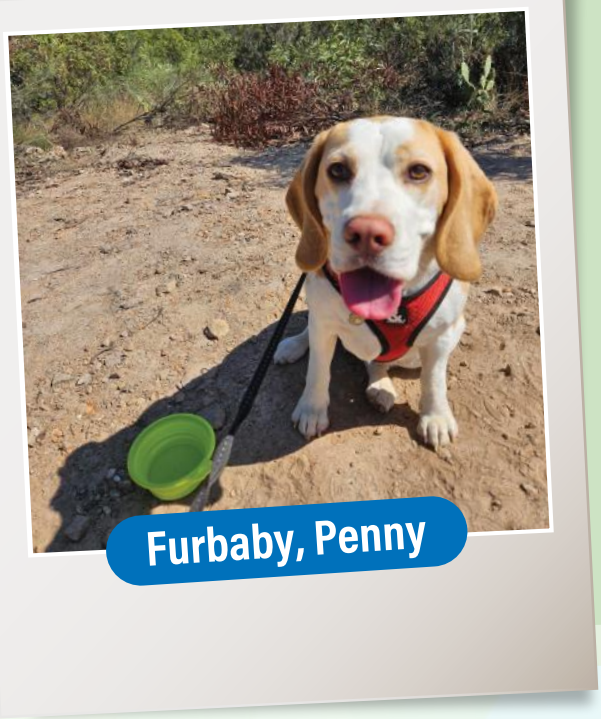
Insurance Services Manager

What year did you start with FDCA?
2017

What's does your role involve?
My role is responsible for leading the Member Contact Team in the frontline of FDCA's insurance and membership activities. I ensure high levels of customer service and compliance standards are maintained. Some examples are completing internal audits, handling escalations, and staff training and development.

What's one of your favourite parts of your role?
Ensuring members receive the best support during difficult times.

What do you like to do when you're not working?
Exploring new places with my furbaby, Penny.



Furbaby, Penny

Tell us about your previous roles within or outside of FDCA
I have worked in a few positions at FDCA, most recently as the Member Contact Manager for 5 years. Pre FDCA, I have worked in various roles for various insurers in claims, client management, total loss, and liability. In another life, I worked driving dump trucks in Western Australia.

What's your favourite food?
Cake!

What's your favourite book?
Harry Potter series

What's your favourite band/singer?
UB40

What's your favourite movie?
Love Actually!

What's your favourite activity?
Hanging out with my furbaby

What's your favourite podcast?
Casefile True Crime



Celebrating our reef

Through Play, Creativity and Community

Written by Kelly Johns

Living in the beautiful Whitsundays means the Great Barrier Reef is more than just a world-famous destination — it is part of our everyday lives. As a family day care educator, I love creating opportunities for my little friends to develop a sense of belonging and connection to the incredible environment we are so fortunate to call home.

With the annual Airlie Beach Great Barrier Reef Festival just around the corner, my little friends have been immersed in weeks of reef-inspired learning experiences that celebrate our local community while encouraging curiosity, creativity and respect for our natural world.

One of the highlights has been creating colourful lanterns for the Reef Festival Lantern Parade. Each child carefully decorated their own lantern, and it has been wonderful to see the excitement build as they count down to the festival.

> "It is a beautiful opportunity for children to feel a genuine sense of belonging...

Even more special is knowing that families will be walking alongside their children during the parade, proudly carrying the lanterns they created together. It is a beautiful opportunity for children to feel a genuine sense of belonging while strengthening the connection between family day care, families and our wider community.

My friends came up with the fantastic idea to turn their lanterns into "bumblebee jellyfish" to represent the name of my family day care business. One little friend lovingly named hers "jelly bee!"

Our learning hasn't stopped at lantern making. Throughout the weeks leading up to the festival, the children have explored the wonders of the reef through a variety of



hands-on, play-based experiences. They have created vibrant ocean-themed artwork to brighten our learning environment, challenged themselves with sea animal memory games, enjoyed magnetic fishing activities and investigated a reef-inspired sensory tray filled with shells, coral, gems and sea creatures.

One of the children's favourite experiences was rescuing frozen sea animals from blocks of ice using pipettes and warm water. This simple activity sparked conversations about marine life while strengthening fine motor skills and encouraging problem-solving.

They also created miniature coral reefs using playdough and colourful pasta, using their imaginations to recreate the underwater world that surrounds our region.

Books, storytelling and conversations have been woven throughout our experiences, helping children discover the amazing animals that call the Great Barrier Reef home while learning simple ways we can all help protect this precious ecosystem for future generations.

"This simple activity sparked conversations about marine life while strengthening fine motor skills and encouraging problem-solving.

Community events such as the Great Barrier Reef Festival provide rich opportunities for children to see themselves as active members of their local community.

By connecting learning experiences with real-life events, children develop a deeper understanding of where they live and build lasting memories alongside their families.

Watching the pride on each child's face as they prepare to carry their handmade lantern alongside the ocean on the Coral Sea Marina reminds me that meaningful learning often extends well beyond the walls of our learning environment. It grows through community, shared experiences and celebrating the unique places we are lucky enough to call home.

At Lil' Bumble Bees Family Day Care, every community event becomes an opportunity to nurture children's sense of belonging, inspire curiosity, and create memories that will last a lifetime.

This is our story

Written by Lyn Kerr



Standing on stage accepting the award as National Coordinator of the Year 2020, my mind was whirling in astonishment. How had this happened?!

I knew then, and my reflections since have solidified, that this award wasn't really about me. It was about my educator team.

This is our story.

When I made the move into family day care, I was as green and inexperienced as they come. The educators I inherited, however, were highly experienced and incredibly skilled. I could almost read their faces when we first met: "*Oh no… not another new coordinator!*"

So, I spent time with them. I listened. I got to know them.



What I saw were educators who were deeply dedicated to the children in their care. But I was also struck by how isolated they were. The loneliness of their career choice echoed. Why didn't they know each other? To me, it seemed crazy that such committed professionals could be working so independently, without the support and friendship of colleagues experiencing the same challenges.

And so, my mission began: **to connect these educators with 'their people'.**

I wanted to unite, support and lift them, both personally and professionally, because I believed



that when educators are the very best they can be, the beneficiaries will be the children.

I began, one educator at a time, by introducing them through '**play dates**' at each other's services. These meetings gave educators a point of reference. Phone numbers were exchanged, conversations began and connections grew. Educators made new friends, and the children gained new social experiences.

It was a win-win.

But I knew we could do more.

Each educator brought individual strengths, talents and cultural experiences and I wanted to create opportunities for larger groups of educators and children to share these. I organised visits to fire stations, police stations and dental practices; music and movement performances; Christmas parties; excursions to playgrounds and road-safety schools; and, importantly, educator dinners.

As they ventured out together, confidence grew. I realised they were thriving on these connections — both the educators and the children.

I needed to grow this further.

I approached local kindergartens, TAFE sites, community halls and just about any suitable space I could find. Eventually, we settled into two local kindergartens that generously gave us regular access to their facilities.

Every week, we gathered.

I created different learning environments and experiences, and each session brought something new. We cooked together, worked on projects both big and small, explored new ideas, and finished our mornings with singing and dancing. For the children - they experienced new environments, learned to be part of a larger group, developed social skills and made new friends.



But these sessions were about much more than activities. They provided regular, focused opportunities for connection. I could role-model, listen to concerns, help educators work through challenges and simply be present. Educators could talk with each other, share their experiences and know that they were not alone. Above all, they became a safe place where educators could express their opinions and concerns — with me and with each other.

We had arrived: 'Lyn's Team'.

We became a dynamic, passionate group, always striving to improve and supporting one another along the way. We questioned, reflected, learned and kept moving forward professionally.

Our involvement with the kindergartens also broadened our family day care network and profile. We were enthusiastically welcomed into their communities, and relationships grew. Kindergarten staff began recommending our family day care services to families, and together we worked to find the right fit for children needing care.

And, of course, we wanted to give something back.

We arranged for a Lion Dance troupe to perform for the kindergarten community. Our Vietnamese educators — not me! — cooked wonderful dishes such as fried rice and noodles. We also brought family day care and kindergarten children and staff together to learn how to make Vietnamese fresh cold rolls.

I wholeheartedly embraced the cultures of my many Vietnamese educators. In turn, they appreciated that I listened, respected and honoured their traditions. Every Lunar New Year, they dressed me in beautiful traditional Vietnamese **Áo Dài**. I learned their songs and dances and helped organise vibrant celebrations for them and their children. Everyone was welcome.



These rich cultural exchanges brought us closer together and deepened our understanding and respect for one another. But by then, we had become more than a professional team.

We had become family.

Kindness and support were at the heart of everything we did. If someone was struggling, there was always someone there to help.

Then COVID hit.

It was crippling for educators — financially, emotionally and professionally. Yet, through the fear and uncertainty, they kept going. They continued to provide quality care for children, even when the world around them had changed dramatically.

But our gatherings were gone.

I was determined that our connection would not disappear with them. I introduced online guessing games, photo sharing of learning environments and activities, and other ways to keep us connected.

During that incredibly challenging period, I gathered stories from and about each educator and brought them together in a book, with a copy for every member of the team.

We came out the other side of COVID **together**.

Still a family.

When I later became a State Finalist in the Excellence in Family Day Care Awards, it was because of nominations from these very people. They were as excited and pleased as I was — actually, probably more so!

In the lead-up to the awards night, I began seeing banners with my name popping up on streets around the city. I was amazed to discover that this was a wonderful show of support from '**Lyn's Team**'.

I was gobsmacked.

Their thoughtfulness, effort and generosity made me feel deeply appreciated. And in that moment, I realised something important: perhaps I really had made the difference I had set out to make.

And that, for me, was the greatest reward of all.

Don't get me wrong — it wasn't all fun and games.

I had high expectations of these educators. I genuinely wanted each of them to be the very best they could be. I wanted them to feel as proud of themselves as I felt of them. I challenged them, encouraged them and never wavered from that expectation.

Because I believed in them.

I am retired now, and many of these educators have retired too. Yet our bond remains strong. We still keep in touch through an online chat group, and recently I asked them to reflect on our years together. Here are few responses.

When I think back, what stands out to me isn't just the work we did, it's the way we all felt. You created a sense of togetherness and made us feel like we were part of something special. You were always there, putting in the time, the effort and the care. You weren't just a coordinator–you genuinely cared about us, our families and the children. When I reflect on those years, I don't just think about the children. I think about us–the friendships, the support, the laughter, the teamwork and knowing we always had someone in our corner. You helped create that. You made us feel valued, encouraged us through the hard days and celebrated the good ones with us. Thank you for being the kind of coordinator who made Family Day Care feel like a family. Those are the memories I'll always treasure. **Dianne**

You met each of us where we were and inspired us to be the best version of ourselves to bring considered quality care to the children. You created a community that we were all able to access and connect with, on a level that felt right for each person. You championed collaboration and made some of those big projects (like personal assessments, risk assessment changes & QIP inputs) manageable by working with us to get them done. Every visit always contained a few laughs (even the more serious ones) and when you left I felt lighter... From solving a problem, sharing a concern or gripe, or just having a moment to breathe while you sang with the crew. **Stephanie**

I have always envied 'Lyn's Group'... from an outsider... I wondered why it was just her group that connected.... Then I came to the conclusion that Lyn had a 'high standards approach' - challenged you all to grow - but through it all you (Lyn) deeply valued each and every educator in your group. Because of your unwavering commitment, those early challenges transformed into a profound connection - you guys just didn't become a team - you became a family that unites and supports one another whenever needed - that I could see so deeply... Lyn you have built a legacy of excellence and love that will ripple through the lives of countless children and your educators for years to come... **Fiona**

What makes me smile, the most, was when we sang "you are my sunshine", to Lyn at a dinner. Also, when we made her a blanket with photos of our faces ha ha. Also when we put up huge sheets, with Lyn Kerr best coordinator in SA, for the awards, around the busy streets and she had to find them with clues! It was so much fun ! **Nancey**

People may forget what you said or did, but they rarely forget how you made them feel.

These educators made me feel that the work we did together mattered.

And I hope they know that they mattered — and still matter — enormously to me.



FUN WITH FDCA

Riddle

Aboriginal Art Mosaic Floor Puzzle

A beautifully crafted wooden puzzle featuring a vibrant Aboriginal mosaic design across 22 pieces. This puzzle showcases a range of animals commonly found in Australia, including a koala, platypus, crocodile, kangaroo, emu, echidna, and more. Valued at $101.15.



I take you to places you've never been,
And introduce you to creatures you've never seen.
I help little minds imagine and grow,
With stories of magic, wherever we go.
You might find me at story time, snuggled up tight,
With an educator making each character come to life.
Turn my pages and you'll soon discover,
A world of adventure hiding under my cover!

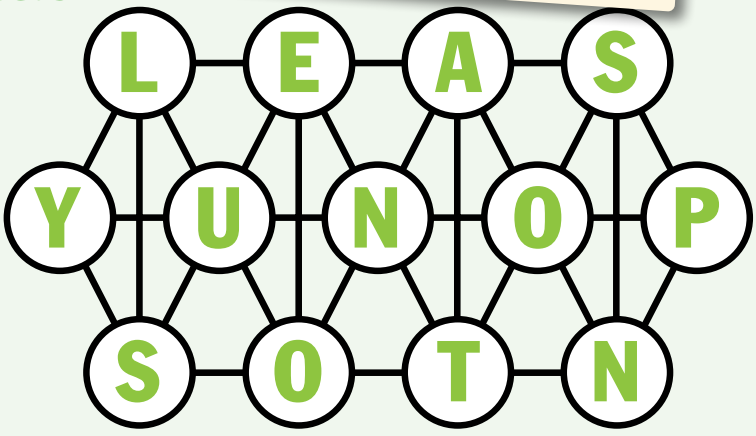
What am I?



Chain Letters

Can you find the 13-letter word hiding in the chain?

You must use all 13 letters once only and can move from circle to circle only where they are connected by lines.



To enter the competitions, visit www.fdca.com.au/competitions



Red Star House

Wooden Marble Run

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congratulations

...to the winners from Issue 110

Find the Red Star House
Lois Toms, QLD

Riddle
Melissa Thomas, NSW

Chain Letters
Neetu Chopra, WA



Uncovering a Pedagogy of Glimmers

Written by Anna Haley

Glimmers are small, everyday, uniquely personal sensory experiences that give you a feeling of joy or connection. While experiencing certain sensory experiences may trigger our nervous systems into a fight-or-flight response, other micro-moments bring us a sense of peace or safety.

Glimmers might be fleeting — perhaps the colours of a stunning sunset give you a warm glow inside, or hearing the first beats of a treasured song makes you smile, yet noticing these moments can have a calming and uplifting effect. The concept is associated with Polyvagal Theory, which proposes that our nervous system is continually responding to cues of safety, connection and threat. I want to share how noticing glimmers in my day-to-day practice as a family day care educator is making me a more attuned and responsive educator.

When I was first introduced to the concept of 'Glimmers', it was during an Aware Parenting course where I was learning about nervous system care to support our children's ability to regulate. The parenting coach gave us homework: 'notice glimmers'. It seemed like too simple a concept to have much impact on my day-to-day life, so I didn't have high hopes. "I already know what birdsong sounds like," I thought. "I've seen plenty of sunsets and I have a very long to-do list!"

But I was missing the point.

In order to feel the glimmer, you have to first notice it.

To start noticing glimmers, personally, I had to allow myself to press pause on the to-do list just for a few seconds and just be. To look out of the window or go outside and notice: a butterfly landing in the garden, two birds sitting together on the fence, the laughter of the children playing. Giving myself space to notice something positive and letting any feelings that may arise wash over me, just for a few seconds. It was as simple and as profound as that. I immediately felt more mindful, and gratitude was given a chance to blossom.

We know through neuroscience that our brains are wired with a negativity bias. Making a habit of intentionally noticing glimmers can help us become more attuned to noticing the positive. The more you practise, the more you notice.

Learning from the children

If you want to learn how to notice glimmers, watch a toddler or young child as they play. Children are experts at seeing wonder in the world — noticing glimmers without even trying. Stopping to smell the flowers, notice bugs on plants, dance to the song in their head and laugh! Children notice that the world around them is actually full of incredible beauty and wondrous opportunities for curiosity and exploration. Children give themselves time to be in the glimmer, to savour the joy fully.



Meanwhile, as adults, and particularly as educators, we are increasingly being asked to prioritise to-do lists over being in the moment with children, evidencing compliance over presence and play, and tick lists and paperwork over connection. The overburden being placed on educators does not just take up our time physically — it mentally drains our ability to be in the moment with children, and sadly, we can miss these magic moments entirely.

However, by intentionally recognising and nurturing glimmers, we can create emotionally safe learning environments that sustain both children and ourselves. These small moments began to help me feel more grounded and connected. For me, true quality education and care comes from slowing down, noticing and responding to the individual child. Through noticing glimmers, we are role-modelling connection with nature, self and others, while discovering a fresh, authentic pedagogical lens for observing and planning.

Using Glimmers as a Pedagogical Lens

Glimmers can be more than a tool for our own wellbeing. They can also become a lens through which we observe, understand and plan for children.

When we notice what brings a child joy — discovery, movement, humour, nature or connection — we gain valuable insight into what engages, comforts and matters to them.

Ask yourself: **What makes this child light up?**

Rather than simply planning around a child's 'interest' or teaching them more about a particular topic, we can use these moments to support their connection with the world around them.

By observing and following children's glimmers, we can:

- stay present and authentically connected;
- create learning experiences that nurture curiosity and emotional safety; and
- shift from planning for children to planning with them, following their natural motivations.

Practical Ways to Nurture Glimmers

- Create an environment that inspires wonder, joy and curiosity.
- Give children unhurried time to play and become immersed in what matters to them.
- Observe before intervening — notice how children naturally engage, explore and discover.
- Be a facilitator rather than a director, offering thoughtful invitations that extend children's play and learning.

Glimmers remind us that moments of connection and joy are often already present — we just need to notice them. In doing so, we nurture not only children's growth but also our own sense of fulfilment as educators. Glimmers remind us that joy and connection are not extras in early childhood education — they are the foundation.



Anna Haley is an early childhood teacher and family day care educator at Hearts & Minds Play School, Central Coast NSW, registered with Inspired EC.



Educators' Day Celebration

at First Idea Family Day Care

At First Idea Family Day Care Services, we celebrate Early Childhood Educators' Day every year to honour the hard work, commitment, and passion our educators bring to the industry and to the children they care for. Our intention is always to ensure that each educator feels valued and special. As family day care educators often work alone and have fewer opportunities to meet and spend time with their fellow educators, our management team is committed to creating meaningful opportunities for them to connect, build relationships, and feel part of a supportive professional community.



How This Tradition Began

This cherished tradition began with simple, heartfelt visits to each educator on Educators' Day. We would present gifts, offer sweets, and convey our appreciation, just as many other services do. As our team grew, one of our senior educators suggested organising a get together to celebrate the day collectively. Inspired by this idea, we shifted to a group celebration format, and for the past five years, we have been honouring our educators in this way.

The Preparations

Preparation for this event begins three months in advance. We hold one on one discussions to determine a convenient and suitable venue. Once the venue is chosen, we inform all educators and collect RSVPs. Planning then expands into organising activities, entertainment, food, and the allocation of responsibilities. Management and coordinators work together to arrange gifts, awards based on educators' contributions and participation, and all other items required for the event.



Every educator is included in the planning process, and any educator's child who wishes to be part of the event management team is also given the opportunity. The entire cost of the celebration is borne by the provider. This collaborative preparation ensures that everyone feels involved, respected, and excited about the upcoming celebration.

Our Belief

We firmly believe that educators are the driving force and backbone of the family day care sector. Without them, this industry simply would not exist. With the right training, guidance, support, and recognition, educators can do extraordinary work, and the community is in genuine need of dedicated family day care professionals.

By creating a nurturing, supportive, and positive environment for our educators, we strengthen our ability to serve the community. When educators meet others from their service and share their thoughts, philosophies, knowledge, and skills, they gain confidence, pride, and joy. In today's demanding and stressful climate, those who contribute so significantly to the industry must be honoured and recognised.



This Year's Celebration

1. Welcome and Acknowledgment to Country

The event began with an Acknowledgment to Country and a warm welcome, setting a respectful and inclusive tone for the evening.

2. Expo

In October 2024, we organised a group visit where selected educators invited others to explore their indoor and outdoor environments. This inspired the idea of an Expo as an extension of that experience.

Educators enthusiastically proposed setting up displays showcasing different learning experiences such as sensory play, fine motor activities, literacy, numeracy, sustainability, Aboriginal perspectives, emergency evacuation, shapes in everyday life, first aid management, and an administration table featuring folders, programming, and portfolios. Educators teamed up with their networking partners, chose their concepts, and created impressive displays.

Senior educators used this opportunity to train and guide junior educators and the ones who are in the mentoring stage just before they official start their family day care. It really gave them a chance to witness the true spirit of family day care and the power of networking. Many questions were answered, and new ideas blossomed. Seeing such creativity, operational approaches, and administrative skills gathered in one place was a remarkable gift for our entire team.

3. Award Ceremony

Earlier in the year, one of our educators suggested recognising their years of service in family day care would be a great addition. Taking this idea as a seed, we decided to honour all educators with a certificate and a gift acknowledging their years of contribution. Each educator was invited onto the stage individually, their years of experience announced and celebrated. Our team included educators with experience ranging from 1 to 24 years. The pride and joy on their faces made this moment truly special.

4. Photo Session

Our educators' children created a photo booth, allowing everyone to capture both planned and candid memories. It added a joyful and creative touch to the celebration.

5. Entertainment

Our educators children practised and performed dances to celebrate their mothers. This experience allowed them to build friendships, develop leadership and event management skills, and watch their mothers being honoured. We were proud to support them in gaining belonging and confidence within our organisation. Their contribution was recognised with a gift.

6. Games

Educators planned and facilitated group games, creating another avenue for everyone to mingle, enjoy, and celebrate together. Allowing educators to design and implement the games strengthened team collaboration and added a lively, interactive element to the event.

7. Dinner

Dinner was catered by the husband of one of our educators, who prepared delicious food that everyone thoroughly enjoyed.

Benefits of the Celebration

This event offered educators and management a valuable opportunity to meet one another, feel cherished, and celebrate their contributions. Many educators were able to put faces to names they had only seen in group chats. They gained confidence knowing they could reach out to fellow educators for clarifications, organise play incursions, share enrolments, provide back up care, and more.

We were thrilled to witness the entire team participating in preparations—stage decoration, hall arrangements, photo booth setup, expo displays, and dinner arrangements. Nothing was delegated; everyone stepped in willingly. This incredible teamwork allowed us to complete the event and vacate the venue 30 minutes ahead of schedule. We are extremely proud of our team spirit.

Our Educators' Day celebration strengthens our team, deepens connections, and reinforces the supportive environment we strive to maintain. We believe that together, we can continue to grow stronger.



Member Spotlight

Jenelle Ycas, Five Star Family Day Care

1. How long have you worked in the family day care sector for and where are you located?

I have been working in the family day care sector for 30 years with Five Star Family Day Care. I'm based in Maitland, NSW, and feel very fortunate to have spent three decades supporting educators, children and families across our local community and the wider Hunter region.

2. Can you tell us a little bit about your background in the early childhood sector?

I started my career in early childhood education at the age of 16 and have spent my working life passionate about supporting children, families and educators. I worked my way through my qualifications, starting with a Child Care Certificate and eventually completing a Bachelor of Teaching in Early Childhood.

Throughout my career, I have worked in preschool, centre-based care, schools and family day care. While each setting has given me valuable experience, I found my home in family day care, where I have been fortunate to build a career spanning 30 years.

I have had the opportunity to work in just about every role within the sector, including educator, coordinator, administration, assistant manager, manager and CEO. I have also been an active member of the NSW Family Day Care Association Board of Management, contributing to the broader sector and advocating for family day care. These experiences have given me a strong understanding of the sector from many different perspectives and a deep appreciation for the important role family day care plays in supporting children, families and educators in our communities.

3. If you could provide only one answer to the question – why choose family day care – what would it be?

What makes family day care so unique is that it brings the warmth and security of a home together with quality early childhood education. The small group setting, mixed ages and close relationships create a sense of belonging that is difficult to replicate in other settings. Children become part of an educator's family day care community, where they are known, valued and supported as individuals. For me, family day care is special because it offers the flexibility to respond to each child's needs while building genuine, lasting relationships with families. It is this personal, home-based approach that makes family day care such a valuable and unique choice for children and families.

4. How would you describe the team within your service and the educators they support?

Our team at Five Star Family Day Care is passionate, dedicated and committed to supporting our educators to provide the very best care and education for children. We recognise that family day care educators often work independently in their own homes, so having a strong, supportive team behind them is incredibly important. We see our role as being more than just providing guidance and ensuring compliance; it's about building relationships, listening, encouraging, sharing knowledge and being there when educators need us. Our educators come from diverse backgrounds and bring their own strengths, experiences and passion to the sector. We value each of them and work hard to ensure they feel connected, supported and part of a wider community, because when our educators feel valued and supported, children and families benefit too.

5. What do you like to do when you're not working?

Outside of work, I love spending quality time with my family, enjoying weekend getaways and creating special memories with my adult children. Family is incredibly important to me, and I treasure the time we spend together. I also feel very fortunate to care for my four amazing great-nieces and nephews, who bring so much joy, laughter and energy into my life. Whether it's a family get-together, a little getaway or simply spending time together, it's these moments and memories that mean the most to me.



6. What is the best piece of advice you would give to a new educator?

My advice to a new educator would be to remember why you started and never underestimate the difference you can make in a child's life. Build strong, trusting relationships with children and their families, be patient with yourself as you learn, and don't be afraid to ask for help or seek support. Family day care is a very special profession, but it can also feel isolating at times, so make the most of the support and experience around you. Most importantly, be yourself, create a warm and welcoming environment, and remember that you don't have to be perfect — you just need to be passionate, committed and willing to keep learning. The little moments you share with children often make the biggest difference.

7. What is the biggest change you have seen during your time working in the sector?

Over my 30 years in family day care, I have seen enormous changes in the sector, particularly in the level of regulation, compliance and professionalism expected of educators and services. Family day care has evolved significantly, with greater emphasis on quality, child safety, governance and accountability. While these changes have helped strengthen the sector, I think one of the biggest challenges has been ensuring that the unique, home-based nature of family day care is not lost amongst the increasing administrative and compliance demands.
At its heart, family day care has always been about relationships, flexibility and providing individualised care for children and families. I believe it is important that, as the sector continues to evolve, we protect and celebrate what makes family day care so special while continuing to deliver the highest standards of quality and safety for children.

8. What is the best advice you have received yourself?

The best advice I have received is to stay true to your values, treat people with respect and remember that leadership is about supporting others to succeed, not just achieving outcomes yourself. Throughout my career, I have learned that listening, being approachable and leading with compassion can make a real difference. In a sector built on relationships, how we treat people matters. I believe that when you support and empower others, create opportunities for them to grow and lead with integrity, you build a stronger team and a stronger sector.

9. What has been the highlight of your career so far?

It's difficult to choose just one highlight after 30 years in family day care, but I think the highlight has been the opportunity to make a difference in the lives of so many children, families and educators. Watching educators grow in confidence, develop their skills and build successful family day care businesses has been incredibly rewarding. I'm also proud to have contributed to the broader sector through my involvement with the NSW Family Day Care Association Board of Management. Ultimately, the most rewarding part of my career has been knowing that the work we do helps give children the best possible start in life. Being part of a sector that makes such a meaningful difference to families and communities is something I will always be proud of.



FAMILY DAY CARE AUSTRALIA

Excellence in Family Day Care Awards 2026

As we approach the 2026 Excellence in Family Day Care Awards Gala Dinner in Brisbane on 28 November, we reflect on an incredible Awards season that began with nearly 4,500 nominations and has culminated in 12 outstanding National Finalists.

Each year, the Awards celebrate the special place family day care holds in the lives of children, families and communities across Australia, recognising the invaluable contribution our sector makes to early childhood education and care. The dedication and passion of educators and service staff are evident in the nominations we receive from families, community members, fellow educators and services.

We thank our members for their continued commitment to the sector and the important work they do every day to ensure family day care remains the natural choice for thousands of children and families.

The Awards would not be possible without the generous support of our sponsors. We are proud to have Harmony Web and Early Childhood Australian on board this year, helping us celebrate our sector and recognise the people whose contributions deserve to be celebrated.

Congratulations to everyone nominated in this year's Awards, and best of luck to our 12 National Finalists. We look forward to celebrating their achievements and the incredible contribution of family day care to thousands of families across Australia.





Early Childhood Australia
A voice for young children

HarmonyWeb

EDUCATOR NOMINEES

ACT

ANGELA COLLINS
ANTONIA FERNANDEZ
BINDIA GUPTA
BROOKE LOGUE
COURTNEY LOVE
DANIELLE GILCHRIST
DURREADAN AMIR
FRANCINE ORMAZABAL
GEORGINA QUINN
ISABELLA OLSSON
JASMEET KAUR
JOYCELYN SILOS
KALSOOM FATIMA
KATE ETCHELLS
KATHRYN HOWIE
LAILA NOOR
LORENA MANANGAN
MARIA WALSHE
RAMATU WILLIAMS
REBECCA GUIREN
RUBEENA KHANAM
RUPA SIVALINGAM
SAEEDA AHMED
SAIMA SHAHZAD
SAMINA JAHAN
SIMRAT KAUR
SONIA ELLEM
SONJA RADONJIC
TAMMY HEIRDSFIELD
TANJINA POONAM
THAO LE
YALDA AKBARI

NSW

AANCHAL VASHISHAT
AARTI MAWJI
ACACIA DECKER
AFROZA YASMIN
AHMAD ABDALLAH
AKSHPREET SANDHU
ALANA HUNTER
ALANA SLADE
ALANNA CORDY
ALECIA JONES
ALEISHA WADE
ALICE ALLEN
ALINA WAHIB
ALISON BURNS
ALISON DUFFY
ALISON MAREE BARRETT
AMANDA BUNDY
AMANDA JANE JOOSEN
AMANDA SCOTT
AMANDEEP ATWAL
AMANDEEP BATRA
AMANPREET KAUR
AMBER BARTON
AME BENNETT
AMELIA TRAVISANY
AMINA SCHLUTER
AMY SHERAR
AMY SUMMERVILLE
ANA CERQUEIRA
ANAMIKA VERMA
ANASTAZIJA ZOHAR
ANGELA COFFEY
ANGELA MIDDLETON
ANGELINE RASHID
ANITA MARWAHA
ANJUMAN BEGUM
ANN DONLAN
ANNA HALEY
ANNA LYN CHUA SY
ANNE KEITH
ANNETTE FISICARO
ANNETTE MAYLED
ANN-MAREE HERDEN
ANTHIAM BRADFORD ALAOM
ANTONIETTE MAJELLA
ANUSHKA LAKMALI
ARCHANA GUPTA
AREEN JAN
ASHIMA MAHAJAN
ASHLEE NELSON
ASHLEIGH HOARE
ASHLEY STURGISS
ASHLY O'KANE
ASMA YEHIA-ISMAIL
ASMAA CHAWK
ATIQA REHMAN
ATIYA KHAN
AYA SHIMIZU
AYSHA DHILLON
BELINDA DEAVES
BELINDA HALLIGAN
BELINDA HAWKINS
BELINDA MORRIS
BERNADETTE BIRMINGHAM
BEVERLEY ROLLINGS
BHARTI SINGH DEO
BITA ZONOOZI
BREANNA JOHNSTONE
BREANNA MOTTLEE
BRIANNA PARBERY
BRITTANY ANDERSON
BRONWYN MARR
BROOKE SELLERS
BUSHRA AHMED
CANDIDA RIBEIRO
CAROLINE MARSH
CAROLYN DEEGEN
CARRIE LEADER
CECILE CHRISTENSEN
CHANDIMA NANAYAKKARA
CHANIE MCCOMBIE-DOUGLAS
CHARMAIN VAN DER VEEN
CHERYL ANNE INGRAM
CHERYL ANNE MCQUILLAN
CHIH-LIN WU
CHRISTIE DOVEN
CHRISTINE COOK
CHRISTINE SAKEY
CHRISTINE YOUNG
CLAIRE BARTON
CLAIRE KNEWSTUB
CONCETTINA BORG
CORINA SEEMANN
CORINNE BELL
CRISTAL PAPPAS
CRISTY MORSE
CRISTY OLIVER
CUI MEI WU
DANIELA AGUIB
DANIELA TAYLOR
DANIELLE BRUCE
DANIELLE LANGLEY
DANIELLE MOYON
DANNIELLE CAPARARO
DEANNA BROWN
DEBBIE BRYANT
DEBBIE SULTANA
DEBORAH MAIR
DENISA BELINIC
DERDRIE D'LIMA
DESPINA MAMOUNIS
DIANA DJAJADI
DIANE JOY LEECH
DIANNE DORAHY
DIANNE WILSON
DINA YOUSIF
DIPA TRIVEDI
DIPOLI MALHOTRA
DONNA CASEY
DONNA MEPHAM
DONNA SOLLORZ
DOREEN ZAMAGIAS
DOROTHY ELAINE KINNANE
DOUNYA BAJOURI
EBONY HAWKINS
EBONY-ANNE VERNEY
ELAINE ORBOLATO
ELENA MAYNE
ELENA SHEMET
ELIANA PIAZZA
ELISE SPINA
ELISE WOOD
ELIZABETH ANN SPOWART
ELIZABETH GARLAND
ELIZABETH IZZARD
ELLY-MAY BROWN
ELOUISE RUSSELL
EMANWELA CAR
EMILY PARKER
EMMA GORT
EMMA MORRIS
EMMA SEETO
EMMA TURNBULL
EMMA WARD
EMMA-JANE COLLARD
EMMA-LEIGH DONNEY
ERICA LEE BEDNALL
ERIN THOMPSON
ERNI ANDERSON
EUN YOUNG KIM
EUNKYUNG LEE
EUNKYUNG SEO
EUNSUK PARK
FAEZEH EGHBALI ARABZADEH
FATEMA BEGUM
FATIMA ARAUJO
FAYE EVERETT
FELICITY GILBERT
FIONA KING
FIONA LENZ
FIONA WILLIAMS
FIROOZEH FERDOSIYAN
GABRIELA GASINSKA
GAIL HOHBERG
GAIL WARID
GARLYN ROSALIE GILLEGO
GEORGIA BERRIMAN
GEORGIA HUGLER
GUY CHIUMIENTO
HAE CHUNG SON
HAIFENG YU
HALYNA DAVID
HANAN IDRISS
HANNAH ALIZAR GREENE
HANNAH MCDONALD
HAYLEY MICHAEL
HAYLEY WALTON
HE SUG PARK
HELEN MACOLINO
HELEN RUTH GARLAND
HESTER SMITH
HINA SHARMA
HOON HEE JOUNG
HYERAN YUN
HYOKYUNG LEE
INGE VAN MENSEL
IRA PUSPASARI
ISRAT MOONMOON
IVETTE GALINDO
JACKIE ROBERTS
JAHYE KIM
JAIMI BARRETT
JAIMIE BETTS
JAMIE HELEN WATT
JAMIE THOMAS
JAMIE-LEE SMITH
JANE HUGHEY
JANICE SANDERSON
JANICE THOMPSON
JASPREET SIDHU
JAYALAXMI PERVATHODY
JAYNE CRONIN
JENAYAH BENNETT
JENINE STUART
JENNIFER ARMSTRONG
JENNIFER BIRD
JENNIFER HUGHES
JESSICA CAMPBELL
JESSICA HARMER
JESSICA MATOS DO NASCIMENTO
JESSICA PETRYK
JESSICA TONG
JI EUN LEE
JIA XU
JIE CHENG
JILLIAN CRITCHLEY
JINJUAN GU
JOANNA RAY
JOANNE HART
JOANNE MEGAN SHANAHAN
JOANNE SMITH
JOANNE SWAN
JO-ANNE WARHURST
JOCELYN LEE
JOCELYN MCKAY
JODIE KNIGHT
JODIE VICKERY
JOSEPHINE MESITI
JUDITH REISEMANN
JUDY SHAKESPEARE
JULIE EATON
JULIE MEZYED
JULIE WADDELL
JUMANNU LOCK
KALINDI MUDUNKOTHGE
KAMALJIT MALHI
KANWAL HASSAN
KAREN DE GIUSTI
KAREN GRIEVE
KAREN GUALDI
KAREN MCLAREN
KAREN SAWYERS
KAREN SINCLAIR
KAREN TURLEY
KARUNA CHONKAR
KATE MAYBURY
KATE MURPHY
KATE SAUNDERS
KATE WOODS
KATEY HUI
KATHARINE ANN GRAY
KATHERINE PALMER
KATHERINE WAGNER
KATHLEEN BOLT
KATHLEEN HALL
KATHLEEN LOLA VAN LOON
KATHLEEN MURPHY
KATHRYN DELANEY
KATIE GORTON
KATRINA MCMASTER
KAVINDER SHINGARI
KAWSAR AMIN
KAYLEY HART
KELLEY AMOS
KELLY BERGER
KELLY CAMPBELL
KELLY MITFORD
KELLY PAPWORTH
KELLY SULOFF
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KERRIE IBBOTT
KERRY SIPPLE
KHALEDA HOQUE
KHIET VAN QUAN
KIA PETHERBRIDGE
KIARA MAGARRY
KIM LASOGGA
KIM WHEELER
KIM WHEELER
KIRAN LATA BHAGAT
KIRSTY BECKETT
KIRSTY THOMAS
KOULA LOUKOPOULOS
KRISTEN MERCIECA
KRISTY LEE O'NEILL
KRUTI THAKKAR
KRYSTAL PEREIRA
KYLIE AGRESTI
KYLIE BELL
KYLIE BRUCE
KYLIE BURFIELD
KYLIE CROKER
KYLIE HAZELL
KYLIE METCALFE
KYLIE MONTGOMERY
KYLIE VISINTIN
KYUNGMIN JANG
LAMA HAMDAN
LAMITA BARAKAT
LAUREN BOYLES
LAUREN DRACIC
LAUREN KEEN
LEAH CURTIS
LEAH UTTLEY
LEANNE BLUNDELL
LEANNE JOHNSON
LEANNE NICHOLLS
LEANNE SMITH
LEE CONSTABLE
LEEANDA ANGUS
LEENA MALHOTRA
LEISA JANE LEWIS
LEONIE LANGTON
LESIA MIRCHUK
LILA HETERICK
LINDA KERR
LINDA RISTEVSKI
LIPING YE
LISA COLLYER
LISA O'MEARA
LISA SALTMARSH
LOGAN WILTSHIRE
LORRAINE FRASER
LOUISE MAY HILL
LOUISE WATSON
LOURDES HERNANDEZ
LUMA JANNI
LYNDA GRIMISON
MAGEDA MOHSEN
MAKALA BOGAARD
MALTI MADAMANA
MANJU MANJU
MANJU SAINI
MARAL KABAKIAN
MARIA GRIGORYAN
MARIA MONTES DE OCA
MARIA RAZZAQ
MARIE GABRIELLE RAYMOND
MARIE KNOX
MARITES GIBSON
MARLENE STONE
MARLYN PACIONE
MARSHANDRA NADEN
MARY DUNSMORE
MARYAM MURADY
MARY-CAITLIN HOITINK
MAWARNI LO
MEGAN BURFORD
MEGAN HOLLINGSWORTH
MEGAN JANETTE FAULDS
MEHWISH QAISAR
MELANIE WIFFEN
MELANIE WILKES
MELISSA MURPHY
MELISSA THOMAS
MELVIA BONG
MERANGNAGE SALGADO MERREDY LOUSICK
MI HYANG LIM
MICHELLE FABRIS
MICHELLE FARRELL
MICHELLE JANE PITTS
MICHELLE NOY
MICHELLE O'NEILL
MICHELLE WALSH
MICHELLE WHITE
MICHELLE WILLIS
MIKALA HUTTEROTH
MINJI KO
MOFIZA NISHA
MONIQUE COMER
MUHIBA DAHIR
MYLIE HRYMAK
NADIA SEFIN
NAOMI ELIZABETH DAVIS
NASISE YONAS
NATASHA BENHARD
NATASHA BRUTON
NATASHA COATES
NATASHA MCPHERSON
NATASHA REBUCK
NATASHA RICHARDS
NATHALIE BOUET
NAVJOT KAUR
NAWARIS HARBI
NELAM SINGH
NICHOLE SECKOLD
NICOLA LEESON

EDUCATOR NOMINEES

NICOLE ALBURY
NICOLE CORNWELL
NICOLE DEAHM
NICOLE HODGINS
NICOLE STEED
NIHARIKA TALATI
NIRMALA RASALINGAM
OLGA DIK
OZGEN OZKAYACAN
PAMELA STUDD
PARAMJEET KAUR
PATRICIA CAYO REINOSO
PAULA DUGGAN
PAULA PAULING
PAULA SILVA
PAULINE REFALO
PETA BURNS
PETRINA MOORE
POOJA KOCHER
POOJA MUNJAL
POTIRA DE AZEVEDO
PRABHATI BANERJEE
PRACHI PATEL
PRAGATI CHAUDHARI
PRATIMA PETER
PRATIVA SHAW
QIAN XU
RACHAEL BARTLETT
RACHEL ANDERSON
RACHEL MALLAS
RACHEL MCGUIRE
RACHEL RICHARDS
RACHEL SLATER
RACHEL WILSON
RAELENE RODRIGUEZ
RAISA BARBOSA RIBEIRO
RAJANI BOHRA
RAJWINDER KAUR
RAJWINDER KAUR
RANI COMARMOND
RANYA JABAR
RASIKA WEERASINGHE
RATCHANAPORN PETNARK
RAYLENE CORDINA
REBECCA ALLEN
REBECCA HARRIS
REBECCA HARRISON
REBECCA SETTER
REBECCA STEWART
REEM SEDHOM
REHANA MALEQUE
RELYN DONA FAITH LAYUGAN
RENAE CHURCHILL
RENATA STIPANOVIC
RENEE BROOKER
RENEE MCKENZIE
RENEE WORTHINGTON
RHIANNE JARRETT
RHONDA BEATTY
RHONDA DE FERRANTI
RICHA GUPTA
RIFFAT SAEED
RIMPY GUPTA
RITA KHAUSHU
ROBYN JANE KENT
ROBYN O'NEILL
ROCHANA THONGNUAPAD
ROHINA ALAMI
ROWENA SHIPTON
RUAA HINDO
RUTH DUGMORE
RUTH ZOGBHI
RYOJIN KIM
SABILA ISLAM
SABITRA SHARMA SUBEDI
SABRINA SATTER
SACHIKO YOO
SAIRA AKRAM
SAKSHI VERMA
SALLY FORAN
SALLY SPLITT
SAMANTHA CHIPPINDALE
SAMANTHA KING
SAMANTHA KING
SANGEETA SHARMA
SANTINA ILARDO
SARA WARREN
SARAH GARDNER
SARAH JANE WILSON
SARAH KORFF
SARBJEET CHAUDHARY
SE MI PARK
SELINA RAHMAN
SERGUT WELDAIAS
SEYED BAHAREH SHAH ROKNADINI
SHABNAZ RAHMAN
SHALEENI PRAKASH
SHAMALA BAI
SHANNON HEANEY
SHARON VERLEEN EADE
SHEREE MANTLE
SHEREE WADE
SHERIDAN-LEE MOTBEY
SHIRIN HUQUE
SHOKO WARK
SHWETA DAHAL
SMITHA JITHESH
SMRITI DAS
SO MI LIM
SOFIA DUTTA
SOJIN JEON
SOPHIE KING
SREEVIDYA YADATISASTRULA
STACEY PAREZANOVIC
STACEY SECOMBE
STACEY SHERAR
STACEY TEBB
STACY HUDSON
STELLA CHUNG
STEPHANIE OPPIO
STEPHANIE SCANES
SUHA AMARA
SUKHWINDER KAUR BRAR
SUNAE YOUN
SUSAN CARROLL
SUSAN IOANNOU
SUSAN MONCRIEFF
SUSAN STREAT
SUSAN WRATTEN
SYADA NASIMA KHAYER
SYLVIE HOARAU
TENIEL CAPPER
THAIS CRISTINA GUARALDO
THANUJA DIAS DISSANAYAKE
THUY TRAN
TIVANA SANDO
TOUQEER KAMRAN
TRACEY MITCHELL
TRACEY MURCHIE
TRACEY PATTERSON
TRACY DRISCOLL
TRAN NGUYEN
UMME BIBI
VAISHNAVI GOPALAKRISHNAN
VALERIE HUME
VANESSA EDWARDS-ELLIS
VARSHA AHUJA
VICKI LOUISE KING
VIJAY KIRTI
VIKTORIA NOVAK
VIVIEN MINA
VIVYAN ZEYA
WEI-JUN XIA
WEN LI
WENDY CROUCH
XIAOJING DANG
XIOMARA BARROETA
YADVINDER KAUR
YAN HUA XU
YI XU
YING LIN
YOUNG A LEE
YOUNGMI CHO
YOUN-SUN OH
YUJIN JO
YUN HEE HWANG
YUNMI YUN
YVONNE ROMA MCALISTER

NT

ARCADIA CANTOS VALDEZ
ARPITA KUNDU
ELIZABETH TAYLOR
HAYDEE FORTE
KATHLEEN LOGUE
KIRAN KLESSA
NARIETA TINAIKULABU
PAMELA TIMIRE
VICKI BAKUNOWICZ

QLD

ABBEY GREEN
ADELE ROWE
AIDEEN DALY
AKILA GNANARAJ
ALICIA TORRISI
ALIRA CLANCY
ALISA CURTIS
ALISON RAMKE
ALYSHA MCNEILL
AMANDA PETERS
AMANDA RAMM
AMANDA WROE
AMANJOT SIDHU
AMBER-JO LEES
AMELIA CATHRINE SMITH
AMILIA CROOK
AMY BOUGOURE
AMY EVANS
AMY FOTI
AMY FROST
ANDREA RECK
ANITA BLACK
ANN HILLS
ANNABELLE BOUSKILL
ANNETTE REED
ANNIE SCANLAN
ASFINA RAHMAN
ASHLEA ZAMMIT
BARBARA MYERS
BELINDA BRYCE
BELINDA LAWN
BELINDA WOOLER
BHARTI DHILLON
BONNIE SCHULZE
BREANNA MCLUCAS
BRENDA OKESENE
BRENDA RUSH
BROOKE HEAZLEWOOD
CAITLIN WATSON
CANDICE CROSS
CANDY LOOMAN
CARINYA HEAL
CARLA CHOYCE
CARMELINA KANNELMAE
CARMEN DUVEL
CAROLYN ADERMANN
CASEY DOWD
CASSANDRA VOGEL
CATARINA RODRIGUES
CATHERINE NICHOLSON
CESEL AVILA
CHANTELLE DELLER
CHARLENE MYERS
CHERRIE MCFARLANE
CHLOE LIDDLE
CHLOE WHITEHOUSE
CHONA KELLEY
CHRISTINA JANE
CHRISTINE ANDREATTA
CHRISTINE DE WINTER
CHRISTINE ROSENGREEN
CINDY SUTTON
CLAIRE NUTTALL
CLARE LAKE
COLLEEN HOURIGAN
COLLEEN MCKECHNIE
CORYL REIS
COURTNEY RIDEOUT
CRYSTAL LEE CONNOR
DALENA SUTTON
DANIELLE CRAMOND
DANIELLE VAN VEEN
DARREN MACKEY
DAYSI ALCANTARA
DEBBIE KNOWLES
DEBBIE RUF
DEBORAH ADAMSON
DEBORAH ROBINSON
DEBRA GOW
DESIREE TOPACIO
DORA VILLACORTA
ELISHA MADDOCK
ELIZA SAXTON-HAUSER
ELIZABETH HAWKE
ELIZEBETH MARY PASCOE
ERIN JENKINS
ERIN MENCHIN
FAZILET ISMAIL
FELICA BURRIDGE
FELICITY PHILP
FIONA RYAN
GAYE FOWLER
GEISA DE JESUS SANTOS
GEOFFREY BROWN
GEORGINA ZADELJ
GOZLIA MAGOUK
GRY POWERS
HANNAH NEILL-BALLANTINE
HARGEET KAUR SIDHU
HAYDEE JURADO
HAYLEY SHAW
HELLENNE JONKHART
HERTA BOEHM
INDURUWAGE DIAS
JACINTA WEIR
JACQUELINE EDWARDS
JADE BYTHEWAY
JADE POWER
JADE SHEARD
JADE SULLIVAN
JAIME FARRELL
JAMES CHAPPELL-KING
JAMII BARTLETT
JANAYAH WHALAN
JANE EDWARDS
JANELLE DENNEY
JANICE PARTINGTON
JASSLEEN SIDHU
JAZZ LAMBERT
JEAN NEWBERRY
JENNIFER HEATH
JENNIFER MITCHELL
JENNY RUTHERFURD
JESSICA PONCIANO
JESSICA SIMS
JIAN SHAO
JILLIAN PACE
JODIE BARCLAY
JODIE GREGSON
JOSEPHINE ERICA EADIE
JOSEPHINE ROBERTSON
JULIANA NERY
JULIANE ANDRADE SILVA
JULIE CLOUGHESSY
JULIE CONWAY
JULIE HILLS
JULIE TEMPLEMAN
JULIE-ANNE CHAPMAN
JUNO HOSHINO
KA MAN LEE
KAMANA PRIYADARSHI
KAREN GARCIN
KAREN HORSWOOD
KAREN LIELS
KAREN NOYOLA
KATE MCGUINNESS
KATHERINE BEIL
KATHRYN PHILP
KATHY SCOTT
KATIE BREINGAN
KATIE CLAYTON
KATRINA BROWN
KATRINA WILLIAMS
KAWALJIT KAUR CHHINA
KELLIE HILDER
KELLIE MCDONALD
KELLIE-MARIE SVENSSON
KELLY JOHNS
KERRI-ANN HANKIN
KHESAN HORVAT
KIM EVELEIGH
KIM FRICKE
KIMBERLEE DICE
KIMBERLEY MCCURLEY
KIRSTIN TAMBURIN
KIRSTY GIBSON
KIRSTY GILLIS
KIRSTY LEE EINAM
KRISTY MASON
KRISTY-LEE MAY
KYLEE BOWMAN
KYLIE COOMBES
KYLIE GRIGG
KYLIE SMITH
KYLIE WYATT
KYLIE-ANNE CREW
KYUNG HEE AN
LAUREN BOYES
LEANNE DANIELLS
LEEANN BOOTH
LEEANNE GOODES
LEEANNE TRACY BRIGGS
LESLEY ADAMS
LESLEY WRIGHT
LISA BLANCH
LISEMAY TOWNSEND-LALLOO
LOREN LEWIS
LUCY SYME
LUZYA WIID
LYNELL STACEY
MAHMUDA CHOWDHURY
MANDEEP KAUR SIDHU
MANDY COLLINS
MANDY POLZIN
MARGARET HANNAN
MARIA STUARDO
MARIE ARCHBOLD
MARIE YATES
MAUREEN WALKER
MAVIS MAHDAVI
MAYRA PORTILLO
MEGAN CRUST
MEGAN STONE
MELINDA GILLIEATT
MELISSA HUTCHINSON
MELODY GEERLING
MIAE CHU
MICHELLE ANKER
MICHELLE IRVINE
MICHELLE LAUREN HODGSON
MICHELLE WOONTON
MIRANDA MASON
MONICA-LOUISE PARSONS
NADINE GRAHAM
NAOKO HOSHINO
NARELLE WATERS
NATALIE CLARK
NATALIE EDWARDS
NATALIE LAWRENCE
NATASHA PERKINSON
NATASHA ROBERTS
NAVJOT KAUR
NICOLE ARMSTRONG
PAMELA OUGH
PATRICIA HUGGETT
PATRICIA WARREN
PAULINE ANDREASSEN
PETA CREELMAN
QIAN LI
RACHAEL BACH
RACHEL HOLMES
RACHELLE MOSBY
RAELENE HUGHES
RAMANDEEP BRAR
RAMINY KULARADHAN
REBECCA COOK
REBECCA DAVIES
REBECCA DENNIS
REBECCA LACEY
REBECCA LYNN
REBECCA TEN CATEN
REBECCA WILD
REBEKAH FLINK
RENAE GREEN
RENUKA DAMAYANTHI TOTAWATTAGE

RHONDA CAIN
RIMA SANDHU
ROCHELLE OUGH
ROSEMARIE LAIDLOW
ROSHIM FALL
ROSLYN BURNETT
ROSLYN DE BRUIJN
SABIRA ALI
SALLY FAULKNER
SALMA MOUSALI
SAM HAWKE
SAMANTHA DUNCAN
SAMAR MALA
SANDHYA BALAGE
SANDRA HELEN BATTY
SANDRA OHNSORGE
SARA HORNE
SARAH RUSSELL
SARAH TALOVIC
SARAH WILSON
SCHYNANE BROUGHTON
SEA JUNG KIM
SERENA SAURINI
SEUNG SUN WON
SHAE-LEE STACEY
SHARMON CAROL SCHROEDER
SHARNA-LEIGH FULWOOD
SHARNI DOUGLAS
SHARON CHRISTENSON
SHARON EDWARDS
SHARON FOX
SHARON WILSON
SHAUNA BAIN
SHEILA ELLERY
SHERRIE SUTCLIFFE
SHERYN WOODS
SHILPA KANUKATI
SHONTAE PASSMORE
SILVERYA YESSICA SIAUW
SONYA REYNOLDS
SRI YANTI
STEFFANIE STEVENSON
SUZANNE CORNEY
SUZANNE ELFVERSON
SYLVIA STAGL
SYLVIE DEWITTE
TABATHA NORMAN
TALLARA ACKERMAN
TAMARA HORO
TAMMY BROOKS
TAMMY FOX
TAMSYN JOHNSTON
TANIA BOOTH
TARA SMITH
TATJANA HANNAN
TEMPANY-PAIGE MCFARLANE
TENNILLE GALLAGHER
THERESA CRAMP
THERESE WASON
THILAGAVATHY VIJEKUMAR
THU TRANG NGUYEN
TIFFANY RENNIE
TONI HARDING
TOSHIE CLAYTON
TRACEY ANN DUNLOP
TRUDIE PENNEKAMP
URITH SHIELD
VANESSA GIBBON
VANESSA HUDSON
VEERPAL KAUR
VERONICA SLEAN
VINODHINI SMITH
VIRGINIA MAHALIYANAGE
VIVIAN PEIL GONCALVES
WENDY REES
YILIN LIU
YUNHAO ZHANG

SA

AIMEE-GRACE PHILLIPS
ALANA WHITE
ALJE ALMAZAR OATLEY
AMYE ZANDER
ANH DANG
ANNETTE GOSDEN
ANTOINETTE LINES
APRIYANI MCDERMOTT
AYESHA ALAM
BELINDA COX
BRIANNA BUSSENSCHUTT
CASSIE SMITH
CATHERINE MCCOURT WILLIAMS
CATHRYN STELLA DOYLE
CEINWEN WALTON
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CHERYL RICHTER
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CHLOE DAWES
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DARPANA BHALODIA
DAWN SOARES
DE HOA LUC
DEBBIE JOHNSON
DIANNE BAILEY
DIANNE DIBBEN
DIVYANKA KHANNA
DONA SUJEEWA STONE
FIONA JACKSON
GEORGIA BAGG
HANNAH RASMUSSEN
HELEN JANE DEVLIN
HELEN LOW
HELEN TAGLIABUE
HINA SONI
JACQUELINE HULLS
JANNIFER JANE THIELE
JING WEI
JOANNE PAYNE
JODI EVANS
JODI FERSCHL
JULIE FRIEND
JULIE MCANULTY
JULIE PATRICIA FUSS
KAITLYN WHITE
KAREN HACK
KAREN MURPHY
KERRIE WATERS
KIRANDEEP KAUR BATH
KYLIE BARKELL
LARISSA BURFORD
LAURA HEYMAN
LEANNE BAKER
LEANNE KIRKBRIDE
LEISA CASEY
LEONNE GAYE CAPES
LILIANE MUGISHAWIMANA
LIN XU
LISA ANN ROE
LISA PETERSON
LIZ BUTSON
LOAN HUYNH
LUCIANA SCIARRONE
MADISON THOMAS
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MARYANN ZAMMIT
MEENAKSHI MAHAJAN
MERRILYN HANNAFORD
MICHELLE MOORE
MONIKA COWIN
NADIA MATAA
NAHIDA OBEID
NAOMI LEE PATON
NATASHA MANDICA
NGA MAN KWAN
NILMINI ALWIS
PAM SIMS
PAMELA GURSANSKY
PRABHPREET KAUR
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TAMMY FURLER
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TARA UTTING
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THI NGA NGUYEN
THUY THU THI NGUYEN
THUY THU THI NGUYEN
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TUYET NGUYEN
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JULIE WARD
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KIAT HIONG LEE
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KUMUDINI P KURUKULASURIYA
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KYLIE JACKA
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LOUISA BOULOS
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MANJULA KOMERELLI
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MARIE ALTHAUS
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MARTHA SMITH
MARY SAUL
MASOOMEH JALALIAN
MEGAN DUNKS
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MEHRNAZ FARAJPOUR
MELANIE QUINN
MELINDA SIMONIS
MELISSA EXTON
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NADEEM FIRDOUS SYEDA
NADIA PANSOMBOON
NANDINI DEY
NARJYOTI KAUR DHALIWAL
NASIMA AKHTARI
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NEELAM SINGHAL
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NISHA BHAGAT
NITIKA GARG
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PRASADI SENEVIRATNE
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PROGMA DAS
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RACHEL BLOYE
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RAJ SHANKAR
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RAJWINDER KAUR
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RATNISH BAJWA
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REBECCA PAINE
REBECCA VALENTINE
RENAE DARGAN
RENEE HINDS
RENUKADEVI NAIR
RHIANNA MUMFORD
RITIKA SHARMA
ROBERTA TRACEY CESTER
ROCHELLE MCDONALD
RONG LI
ROSALIE GRAHAM
ROSANNE FERDINAND
ROSARIA DARCY
ROWENA BAWDEN
RUI ZHANG
RUWANI EDIRISURIYA
RYOKO BEESLEY
SABA FARHAN
SABAH EL KURDI
SAFFRON BELL
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SAKUNTALA WIJAYATILAKE
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SAMIRA AFTAB
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SANDEEP KAUR
SANDEEP KAUR SANDHU
SANDHYA MALLIKARACHCHI
SANDRA WELFARE
SANGEETA BALI
SANGITA SHAH
SAU THI DAO
SEWVANDI NANAYAKKARA
SHAE FRASCA
SHAHANA KHATOON
SHALNI CHAND
SHAMANPREET KAUR
SHAMSUN BEGUM
SHANEAD MONTGOMERY
SHARIE BIRCH
SHARON LATTER
SHASIREKHA NAGAIAH
SHAZIA MEMON
SHENGLAN YANG
SHERIDAN CHANDLER
SHILPA BADAKANAHALLI
SHIWEN TANG
SHIWEN TANG
SHRUTI SHARMA
SHUMAILA NOSHEEN
SMITA BIDRE
SONIKA BALI
SOPHIA MILLER
SOPHIE GRAY
STACEY HOCKING
SUGIRTHAVANY RAVINDRAN
SUREKA HEERALUGE
SUSAN EGAN
TANIA LOCKE
TANMEET KOUR
TESS COOK
THAO THANH NGUYEN
THARANGA KELANIYAGE
THI BICH CHAU NGUYEN
TINA SALEHIASL
TRACY LEANNE LECHTE
TRANG NGUYEN
TRANG NGUYEN
TRUPTI NAGAR
TUYET HONG
UDITHA DASSANAYAKE
UGANTHI SAMARAKOON
UMA VANZRE RAMAMURTHY
VANAJA CHENNA
VANESSA CHANNA
VARUNI KODIKARA
VEENA SHARMA
VENOOS FATTAHI MEHRANFAR
VICKI DEVEREUX
VINITA RAMPAL
VINITA SONI
VYVETTE MACKELVIE
WAI YING CHOI
WANDA NORONHA
WENDI HICKEY
WENDY WHELAN
WENDY WILSON
WENYANG WU
XIAODAN WANG
YAQIN HAO
YATTOWITA NILANTHI WITHANA
YING HAN HO
YUQING HE
ZEENATH FATHIMA SINGHAWANSA
ZENAIDA TERNOLA

WA

LAKSHMI KANCHANA KUMARI KATULANDA
ADELINA KERSTING
ADRIANA PINZON
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AIXA ALOHA LOYOLA VALDERRAMA DE RUSS
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AMANDA LINDLEY
AMANDA SARGENT
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AMINA ABDI
AMY HYLAND
AMY KRESTENSEN
AMY MELLOWS
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ANDREA ROBERTS
ANNE FERNANDO
ANSHU SHARMA
APARNA ANUGRAH
APRIL PATERSON
ARIANE RODRIGUES DA CUNHA
ASHA ABDI
ASHWINDER KAUR
ASILI ABDILE
AUDREY FORD
BALDISH KAUR
BEGUM SHAMSUN NAHER
BELINDA WILLSHER
BEVERLEY BATHURST
BEVERLY JEAN SUNKAR
BHAVJIT KAUR
BHAVNA SHELADIA
BHAVNEET KAUR
BLAIR TREDWELL
CARLY JOCHIMSEN
CARMELA VERZINI
CAROLINE BOLT
CAROLINE BOOCOCK
CAROLINE GREGORY
CAROLINE KAIN
CAROLYN COOPER
CASSANDRA ALLIA-BLAKERS
CASSANDRA DENNISON
CHANDER KALA CHHABA
CHANTELLE DIGBY
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DHARMISHTHA RABADIYA
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GEORGIE URKKO
GIRLIE JOY VICEDO
GURMEET KAUR
HAIYAN RODEN
HALIMASADIA SIYAT HILLOW
HALLIKI AASMAE
HARPREET DANG
HARPREET KAUR
HARSHIDA KHETIA
HEIDI GRIFFIN
HINDA JAMA
HOI TSE
HOLLY THOMAS
HONOURINE D'SYLVA
HYEWON JUNG
HYO JUNG HAN
HYUNJUNG SUNG
IN KYOUNG OH
ISIS DORADO
JACOBA HARMSE
JALPA SATHAVARA
JAN LENG
JENNIELYN ACUNA
JESSICA RETALLACK
JESSICA WARE
JEYALETCHUMI VELOO
JIANSHUANG CAI
JIN AH LEE
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JONENE HARRAP
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JOSEPHINE MONACO
JUDITH ANN WOLFENDEN
JUDY BYRNE
JULIE ANNE STEWART
JULIE BACKMAN
JULIE FORD
JULIE MARTIN
JULIE RUSHACK
JULIE SLATER
JULIE-ANN BRENNAN
JULIETA KILLIAN
JUNE HANNAM
KAREN BEAL
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KAREN MCDONALD
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KELVIN WARE
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KESHIA HOOD
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LALITA AGARWALLA
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MANPREET AULAKH
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MARY GILLAM
MARY JANE PEREZ
MARYKA DE BEER
MEGAN JONES
MEGAN NAUOM
MEI HAN
MEI IP
MEIFANG LI
MEISHA WARREN
MELLISSA KEELER
MENAI MILTON
MEREDITH GARDNER
MICHELLE GIRLING
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MOIRA ROMINA INSAURRALDE
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NAOMI BENT
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NICOLE DREJA
NICOLE FAIRALL
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SOHA KHDHAYER
SONA HUPKOVA
SONIA KALYAN
SONIA SHARMA
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SOPHIE GRIFFIN
SRI MORGAN
STACEY ANN GALLAGHER
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SUZANNE O'TOOLE
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TANIA HAZELDINE
TANYA LEE PHILLIPS
TANYA TODT
TANZIA ZAMAN
TARYN KEENE
TEGWEN JONES
TERESSA O'NEIL
TRACEY BURNS
TRACEY SALSMAN
TRACEY SMITH
TRACEY WALLEY
TRACY BODIN
TRACY FOWLIE-CROCKER
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CHAMALEE PRATHIRAJA
MAYLYN CAPE

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ANITA ELLIOT
ANNETTE DAVIS
ASHWAQ BAHRAME
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BRENDA HEAD
BRITTANY SHEPHERD
CAROLINE TUNNICLIFF
CAROLYN LIDDIARD
CARROLYN HALSEY
CHARMAINE SANCHEZ
CHRISTIE BELLENGER
CHRISTOPHER GAPP
CORINNE PASHLEY
CORRINE TIFFIN
CRISTIE HARRIS
DEANNE BURR
DEBRA MAGIN
DIANNE JENNINGS
ELZA FRANCIS
EMILY BETTS
EMMA LOW
ERUM SOHAIL
GHUSOON KAMIL
HEYAME NAHLE
HINGANO MATAELE
ILHAM GAMILDIEN
JACINTA SARGENT
JACLYN NADER
JENELLE YCAS
JESS HOGAN
JESS LEE
JESSICA BOURKE
KAREN COMPTON
KAREN DRINAN
KATE DANIELS
KATE PHAM
KATI TILDESLEY
KAYCEE ORUM
KELLIE TIMMINS
KIRSTY ROBACH
KRISTINE ELDRIDGE
KYLIE BERRY
KYLIE VISINTIN
LISA STATHAKIS
LISA SUSZEK
LYNETTE HAWKINS
LYNETTE WILLIAMS
MALLISSA GAYDON
MARIA JAMES
MARIE ARMSTRONG
MARTINA HRIBAR
MEGAN DOUCH
MEGAN PETROLO
MELISSA BENSON
MELISSA WILSON
MICHELLE CAPEWELL
MICHELLE WALSH
NADINE HADDAD
NICOLE MURPHY
NOORHAN DAMAN
NOREEN ASLAM
OLIVIA GOTTS
REBECCA CHAPMAN
REBECCA FITZPATRICK
REBEKAH DE JONGH
RENEE LONG
RUTH MCGUIRE
SARAH BAINES
SARAH FRASER
SARAH HALLS
SHARON DODD-GILHOOLY
SHARON MAXWELL
STACEY SMITH
TAMARA LAMPE
TELLA MARKHAM
THARANGA MUDALIGE
TRACY GOSSON
VERONICA ASSAF
VICTORIA EDMOND
VICTORIA FARROW
YASMIN HUSSAIN

NT

CHARMAINE MARSHALL

QLD

ADAIR MACGREGOR
ALYSSIA BARRETT
AMANDA BRETT
AMY PACE
ANGELA STEINBERG
APRIL EATON
CARLA WILKINSON
CATHIE HEALY
DEBBIE JOYCE
DONNA O'SHEA
ELIZABETH BISSHOP
EMMA HICKEY
JESSICA HUNOLD
JOANNE YOUNG
JODIE ROWSELL
JULIE ANDREWS
KARLEIGH CAPNER
KARREN THORPE
KATIE POLLARD
KATRINA BRYANT
KELLIE MARSDEN
KELLIE MCLUCKIE
KELLY MILLS
KELLY SCHORTEMEYER
KIM TAYLOR
KIRSTEN HORNER
KIRSTY JACKMAN
KYLIE OSTLER
KYLIE SMITH
LOUISA MOLONEY
LOUISE MCBURNIE
MARY WIEDMAN
MELANIE DAVIDSON
MELANIE TINSLEY
MELINDA AUSTIN
MIRANDA HOWE
RACHAEL BLAKE
RACHAEL OLSZEWSKI
RACHANA BULSARA
RAYLEEN TRAMACCHI
RAYLENE ELLIS
ROBYN CASLICK
ROCHELLE PORTCH
ROSHINDHRI SILVA
SUE CORKE
TAMARA DUGGAN
TAMMY VARGAS
TENEIL TRAVERS
TRACEY GALVIN
TRACEY HOLDEN
TRUDI JOLLIFFE
TRUDY BAYFIELD
VIVIEN OTT
ZOE BRANDSEN

SA

AMANDA STONE
BECCA COLLINS
CARLIE WOODS
CASSANDRA ALDERSON
DEBBIE GROSE
HEIDI MORRIS
ISABEL FUENTES
LAURA CLARK
MARILYN STONE
NAOMI ROBERTSON
RACHEL ELFENBEIN
RENEE NEVILLE
ROCHELLE NAGEL
SARAH RAYMOND
TRACY CRIPPS
VICKY DAVIES

TAS

ALLIE PAYNE
CAITLIN HEYWARD
CHANTELLE CONRADES
EMMA JONES
REBECCA EARL
SAMANTHA GUY
SHELLEY PARKINSON
SUSANNE REED

VIC

ALYCE PICONE
ANN MARIE CASPANELLO
BIANCA QUINN
BREE PERKS
CANDICE RANDALL
CAROLYNNE LE PAGE
CHERYL BODO
CLAIRE VINICOMBE
DONNA BIBBY
HA DAO
HUMA EHSAN
JENNA COLLINS
JULIE METSELAAR
KASILETA SALU
KATH HEWITSON
KHARLEE STEWART
LAURA HEWITSON
LINA LUTA
MARITA WILSON
MEENU SHARMAH
MEGHA GUPTA
MICHELLE GERBING
MONA BATOOL
MONIQUE BICKLE
PETA HOLE
REBECCA LENART
ROXANNE CARUANA
RUMAISA FAHAD
RUPINDER CHOPRA
SAM TIDDLESLY
SARAH DAWSON
SARAH HYDE
SIOBHAN YARDELY
THILAKA RAGU
UDYANI GAJAMANGE

WA

ABBY THORPE
ADEN ABDI
BROOKE CLARK
BROOKE NUGENT
ERIN KEENAN
EUNHA LEE
HELEN MACBETH
HELEN MILES
HIRAL KANERIA
HITASHA JESWANI
IRENE SOLINO DIAZ
JAC MURTY
JADE GREEN
JENNIELYN ACUNA
JO GEORGIOU
JOANNE CHAPMAN
KARINA CLARK
KATIE WAUDBY
LEA MAJOR
LOUELLA PYKE
MUGDHA THAPAR
NEETU CHOPRA
RINA SHAH
SHARON PALUMBO
TAMMY BESWICK
VIJINI GUNAWARDANA

SERVICE NOMINEES

ACT

COMMUNITIES@WORK FAMILY DAY CARE
GENESIS FAMILY DAY CARE SERVICES

NSW

24/7 FAMILY DAY CARE
ACT FAMILY DAY CARE SERVICE
ALIF FAMILY DAY CARE
ALL AREAS FAMILY DAY CARE
AROUND THE CLOCK FDC
AUSSCOT FAMILY DAY CARE
BATHURST FAMILY DAY CARE
BEGA VALLEY FAMILY DAY CARE
CABONNE FAMILY DAY CARE
CAMPBELLTOWN FAMILY DAY CARE
CASS FAMILY DAY CARE
COASTWIDE FAMILY DAY CARE
COLLECTIVE FAMILY DAY CARE
CONNECTED FAMILY DAY CARE
FAR NORTH COAST FAMILY DAY CARE
FAR WEST FAMILY DAY CARE SERVICES
FIVE STAR FAMILY DAY CARE
FLYING START FAMILY DAY CARE SCHEME
GABRIEL'S FAMILY DAY CARE
GUNNEDAH FAMILY DAY CARE
HOLISTIC APPROACH FAMILY DAY CARE SCHEME
ILLAWARRA SHOALHAVEN FAMILY DAY CARE
INNER WEST FAMILY DAY CARE
KIDDIEWINK FDC
KIDS EARLY LEARNING FAMILY DAYCARE BLACKTOWN CITY
KIDZONE FAMILY DAY CARE
LEARNING KIDS FAMILY DAY CARE
LITTLE STAR FDC SCHEME
MY HOME YOUR HOME FAMILY DAY CARE
NAMBUCCA VALLEY FAMILY DAY CARE
NATURAL CHOICE FAMILY DAY CARE
NORTHERN RIVERS FAMILY DAY CARE
POLARIS FAMILY DAY CARE
RAINBOW BRIDGE FAMILY DAY CARE
SHERIF FAMILY DAY CARE
THE WONDER APPROACH
WESTERN SYDNEY FAMILY DAY CARE

QLD

AMANA KIDS FAMILY DAY CARE
BEAUCARE FAMILY DAY CARE
BOONAH & DISTRICT FAMILY DAY CARE
BOWEN/COLLINSVILLE FAMILY DAY CARE SCHEME
BUSY BUTTERFLIES EDUCATION AND CARE SERVICE
CARINBUNDI KIDS FAMILY DAY CARE
CHOICES FAMILY DAY CARE
ENHANCE FAMILY DAY CARE
EXCELLENCE IN CARE FAMILY DAY CARE SCHEME
FLAMINGO FAMILY DAY CARE
FRASER COAST FAMILY DAY CARE
KATH DICKSON FAMILY DAY CARE - EAST COAST HOME BASED SERVICES
KATH DICKSON FAMILY DAY CARE METROPOLITAN HBS
KIDS AT HOME FAMILY DAY CARE
MACKAY FAMILY DAY CARE
MINI MIRACLES FAMILY DAY CARE
MY PLACE FAMILY DAY CARE
NORTH QLD FAMILY DAY CARE
QUALITY BEGINNINGS FAMILY DAY CARE
RAINBOW BRIDGE FAMILY DAY CARE
TOWNSVILLE FAMILY DAYCARE SCHEME
WHITSUNDAY SHIRE FAMILY DAY CARE SCHEME
WYNNUM FAMILY DAY CARE

SA

CENTRAL METRO FAMILY DAY CARE SCHEME
FOUNDATIONS FAMILY DAY CARE
WATCH ME GROW FAMILY DAY CARE

TAS

ADVENTURE PATCH FAMILY DAY CARE
CLARENCE FAMILY DAY CARE SCHEME
FAMILY DAY CARE TASMANIA

VIC

ALL KIDS FAMILY DAY CARE
BAW BAW SHIRE FAMILY DAY CARE
BRIGHT SUN FAMILY DAY CARE
CHEEKY PANDAS FAMILY DAY CARE
CITY OF KINGSTON FAMILY DAY CARE
DANDENONG FAMILY DAY CARE
FOUNDATIONS FAMILY DAY CARE
GREATER DANDENONG FAMILY DAY CARE SCHEME
HAPPY CAMPERS FAMILY DAY CARE
HOLISTIC APPROACH FAMILY DAY CARE SCHEME
INSPIRED FAMILY DAY CARE
KIDS CORNER FAMILY DAY CARE
KIDS INDIVIDUAL DAYCARE SOLUTIONS
LETS GO FAMILY DAY CARE
LIL' ANGELS FAMILY DAY CARE
PINK LOTUS FAMILY DAY CARE
UNIBELLA FAMILY DAY CARE
UNITING FAMILY DAY CARE – GIPPSLAND
WHITTLESEA FAMILY DAY CARE
WYNDHAM EARLY LEARNING FAMILY DAY CARE

WA

ALPHA FAMILY DAY CARE SERVICES
AUSSIE KIDZ FAMILY DAY CARE SERVICE
COMMUNITY VISION FAMILY DAY CARE SERVICE
ELITE FAMILY DAY CARE
GARDEN PLAY FAMILY DAY CARE SERVICE
KOOLANGA FAMILY DAY CARE SERVICE
NATURE ALLIANCE FAMILY DAY CARE SERVICE
NECTAR FAMILY DAY CARE SERVICE
RIGHTWAY LEARNING FAMILY DAY CARE
UPLYFT FAMILY DAY CARE
WHITE GUM FAMILY DAY CARE SERVICE
WILLI WAG TAILS FAMILY DAY CARE SERVICES
YMCA FAMILY DAY CARE SERVICE

The Magic of Toast

Written by Ros Humbles

As family day care educators, we are regularly challenged by one of humanity's oldest emotional hurdles: separation anxiety. We have all experienced it in one form or another. Children cry when their parent or caregiver leaves. The dog stages a dramatic protest when you go to work. Panic sets in when we realise the phone battery has hit 5% (essentially the modern-day equivalent of being stranded in the wilderness). Or worse still we misplace our car keys before an important appointment.

For children, their families and educators, separation anxiety is real. It is raw. At times, it is loud. It takes a collaborative effort built on trusting relationships, connection, consistent routines and transitions to overcome it without promoting trauma responses in the future.

We are fortunate to live in an era where we have access to quality professional agencies, support services, therapies and communication strategies grounded in the latest evidence-based research.

But what if I told you that many years ago, I discovered something equally powerful?

The 'magic of toast'.

Yes. The simple slice of toast.

For the busy family day care educator, toast is readily available, predictable and has never failed to perform when needed. Toast does not require a referral, a waiting list or a case conference. It simply requires bread, a toaster and electricity. In my experience, it stops separation anxiety in its tracks, or at the very least, distracts it long enough for everyone to regroup.

At the beginning of the year, when new children are starting care for the first time, I often cook a single slice of toast just before the day commences. The aroma of toast is known to trigger the Proust Effect, linking smell directly to positive emotional memories of home, family and belonging. It creates a sense of security and well-being for the children, their families and the educator.





Let's be honest, very few people have traumatic memories associated with toast. It's not a high-risk food emotionally.

During particularly tricky transitions, the cooking of toast can be a purposeful distraction. The children can assist, by carefully monitoring the toaster as though they are NASA engineers awaiting launch. They choose a spread of their choice, which can feel like a major life decision first thing in the morning, and by the time they have finished eating, they have often moved to a calmer state of mind.

I have also been known to cook and eat a piece of toast myself before a challenging transition because self-regulation sometimes requires a quick dose of carbohydrates.



For the distressed parent, gently suggest they hold it together until they reach the car. Hand them a small packet of tissues and a piece of toast because if they are going to cry, they may as well cry with something warm and buttery in their hand.

A strong correlation exists between parental anxiety and a child's separation anxiety. This can create a feedback loop where anxious energy bounces between parent and child like a highly unhelpful game of emotional ping-pong. A calm parent and educator assist children to feel safe, secure and supported, particularly during the transition from home to day care.

So why is the 'magic of toast' so successful?

After some research (and several slices of toast), I discovered that the magic lies in its transformation. Toast evolves from simple, soft bread into a warm, crunchy, aromatic comfort food through a basic, accessible and nostalgic process. It represents the universal joy of physical nourishment and psychological comfort.



Science even has a name for this magic; it is called the 'Maillard Reaction'.

> The Maillard reaction is the complex chemical process between sugars and amino acids, triggered by heat, that creates the golden-brown crunchie crust, rich aromas and deep flavours of toast. It is essentially science's way of saying, "You're welcome."

This reaction works alongside the comfort of warmth, providing a sense of safety, belonging and predictable routines and transitions, all vital elements in overcoming separation anxiety.

To sum up, the 'magic of toast' provides grounding through:

The Maillard Reaction: which creates a pleasant smell and flavour that acts as a sensory anchor.
A comforting routine: which is the predictable act of toasting bread to provide a sense of safety and control, lowering anxiety.
Sensory Mindfulness: engaging smell, sound, sight and taste forces focus onto the immediate, tangible experience and away from dramatic goodbyes.

Physical Warmth: warm food feels soothing and comforting just like a hug, but edible.

Focusing on the Task: watching bread turn from white to golden brown can interrupt rumination and anxious thoughts and occasionally sparks a heated debate about 'lightly toasted' versus 'almost burnt'.

In essence, the 'magic of toast' has the ability to turn a simple, daily, and often stressful moment into one of comfort, joy and a sensory delight. It provides the important sense of belonging we all need for our well-being.

So, make sure your toaster is ready for action. It may not replace professional practice, but it does have the remarkable capacity to turn a challenging situation into a positive experience for all.

And if all else fails… put another piece of bread in the toaster.

Supporting the Future of Family Day Care:

Learning Through The Capability Trial

For a child, family day care can mean being welcomed by an educator who knows their favourite story, recognises when they need a quieter moment and understands how to help them feel secure.

For a family, it can mean a trusted relationship and care that fits their circumstances.

These everyday experiences are at the heart of why family day care matters. They are also at the heart of the Family Day Care Capability Trial.

Delivered by Family Day Care Australia for the Australian Government Department of Education, the Trial aims to strengthen the family day care model and the management of Family Assistance Law obligations underpinning Child Care Subsidy administration. It also aims to increase access in regional areas of need, support educator attraction, retention and sustainability, and explore approaches that may inform potential systemic changes to the model.

Understanding the journey into family day care

An interest in becoming a family day care educator is an important first step. Turning that interest into an operating business takes time, preparation and support.

Prospective educators need qualifications and checks, a suitable environment, equipment and resources, and an approved service to guide them through establishment and provide ongoing support. They also need to consider the financial commitment of starting a small business.

The Recruitment Stream is testing how targeted support, including assistance with eligible establishment costs, can help prospective educators make that transition.

The Recruitment Stream is examining whether this support helps people enter family day care who might otherwise be unable to start, and what helps sustain their participation. Progress depends on factors including eligibility, business readiness, personal circumstances and confidence in navigating regulatory and administrative processes. Understanding this requires looking beyond initial interest to commencement, educator experiences and continued participation.

The Trial involves a defined group of participating services, allowing these approaches to be tested and evaluated within a targeted program. The broader value lies in what can be learned about recruitment approaches and the support needed to build educator supply across the sector.

Through this work, FDCA can bring practical evidence to the Department about the steps involved in becoming an educator and the role that financial assistance and service support may play. Those lessons can inform consideration of future approaches to supporting the family day care workforce.

Recognising the service behind each educator

An educator's work with children is supported by the knowledge, guidance and commitment of their approved service.

Services help educators establish suitable environments, develop their practice, understand their responsibilities and navigate the everyday questions. They also manage the records and processes that underpin service operations and CCS administration.

The Trial's Business and Systems Compliance Analysis examined these processes across three approved services, from educator onboarding and child enrolment through to attendance recording and payments.

Documenting this work helps build understanding of the responsibilities services carry and the systems they use to manage them. It also helps identify where clear guidance and practical tools could support consistent, efficient administration, strengthened governance and compliance with Family Assistance Law obligations.

Supporting reliable systems in everyday practice

Accurate records and sound administration are essential parts of family day care delivery. The Trial is exploring how these responsibilities can be supported in ways that work for educators, families and services.

The digital attendance verification project examined how technology could support reliable attendance evidence in everyday care settings. It also generated lessons about accommodating different care







arrangements and working with existing systems.

These lessons can inform approaches that make accurate information and clear evidence part of everyday processes, while keeping those processes practical for the people using them.

The learning from this work supports the Trial's ongoing focus on governance, administration and compliance, helping build a fuller understanding of what supports both accountability and effective service operations.

Keeping children's experiences at the centre

Alongside its core activities, the Trial has provided opportunities to hear from educators, services and families about what family day care makes possible. Good news stories and parent feedback are adding a personal perspective to the project's findings.

One example identified through the Innovative Models Stream is Ashton, an educator with Blue Gum Family Day Care in Logan. Ashton established an environment with quieter spaces, visual communication supports, predictable routines and sensory-responsive resources. Her Māori heritage is also embedded in the program and environment.

Several families followed Ashton when she moved from centre-based education and care into family day care, reflecting the value they placed on their relationship with her and the environment she could offer their children.

Her story is one of the valuable experiences uncovered along the way. It reminds us that access involves more than finding an available place. For families, it can also mean finding an educator and setting where their child feels understood, included and able to thrive.





Bringing the learning together

The Trial brings together work on digital educator recruitment, business and systems compliance, digital attendance verification and innovative models of care. Together, these areas focus on:

- Supporting entry into family day care while maintaining quality and standards.
- Strengthening services' capacity to support educators.
- Supporting reliable records and practical administration.
- Responding to local needs while preserving family day care's relational strengths.

Consultation and Trial findings give FDCA opportunities to bring educators' and services' experiences into ongoing discussions with the Australian Government Department of Education. They help connect everyday practice with a broader understanding of what supports quality, access and sustainability.

With the Trial's extension underway, FDCA is continuing



recruitment support and developing practical governance and compliance guidance and an in-venue family day care toolkit. Further engagement with services will help refine the in-venue findings. Findings across the Trial's streams will be brought together through reporting and evaluation to inform consideration of future approaches.

The goal is for that learning to contribute to an early childhood education and care system that can respond to different children, families and communities. Family day care has an important contribution to make and supporting the educators and services who deliver it helps keep those possibilities within reach.

BUSINESS INSIGHTS

A Moment Matters

Preventing Unsupervised Children from Leaving the Care Environment

A child leaving a family day care residence or an approved venue unnoticed is something no educator expects. Recent incidents reported to FDCA's insurance team highlight how a brief moment, a change in routine or an unsecured access point can create a serious risk.

Sometimes described as a child "absconding" from care, these incidents can occur during everyday routines. Attending to another child, administering medication or managing arrivals and departures can place competing demands on an educator's attention. Planning for these moments is essential to maintaining adequate supervision.

Prevention relies on secure environments, active supervision and routines that work together.

Check access points and respond to hazards

Doors, gates, fences, locks and barriers are critical safety controls. Include them in daily safety checks, in accordance with your service's procedures, and remain alert to changes throughout the day. Educators should consider whether children can reach handles, operate locks, climb barriers or move objects to gain access to an exit. Reconsider these risks as children's abilities, confidence and behaviour develop.

A faulty lock, latch or gate that could allow a child to leave care should never be treated as a minor maintenance issue. Take immediate action to keep children, notify your service and agree on appropriate controls while the problem is resolved. Locks and barriers must also allow educators to evacuate children safely in an emergency.

Work with your coordinator to review risk assessments and supervision arrangements when hazards are identified, after an incident or near miss or when the environment changes. Check that existing controls remain effective and update them where needed.

Plan supervision around everyday routines

Active supervision involves knowing where each child is, positioning yourself to observe children, scanning and listening, and anticipating when additional attention is needed.

During arrivals, departures and transitions, consider who opens doors and gates, how they are secured afterwards and how children will remain supervised while you speak with families.

Regular headcounts and checking children against attendance records support ongoing supervision and help identify discrepancies promptly.

Understand the requirements

Key responsibilities under the National Law and Regulations include:

- Sections 165 and 167: Adequate supervision and reasonable precautions to protect children from harm and hazards.
- Regulation 99: Sets out the circumstances in which children may leave a residence or approved venue.
- Regulation 103: Premises, furniture and equipment used for care to be safe, clean and in good repair.
- Regulation 104: Fencing requirements for outdoor spaces, with an exception where all children attending the family day care residence or venue are over preschool age.
- Regulation 116: Approved providers must assess residences and venues, including undertaking risk assessments, at least annually.

Under regulation 12, a child appearing to be missing or being unaccounted for is a serious incident. Finding them quickly and unharmed does not remove the reporting requirement.

Educators must notify their approved provider of serious incidents under section 174A. Contact your service immediately and follow their incident response procedures. Under section 174 and regulation 176, the approved provider must notify the Regulatory Authority within 24 hours of the incident or of becoming aware of it.

If a child cannot be located, follow your service's emergency procedures immediately, seek emergency assistance as needed and maintain other children's safety and supervision.



Notify FDCA Insurance Services

For educators and services insured through FDCA, a child leaving care unnoticed should also be reported as a Category A incident, within 48 hours of the incident, even if found unharmed.

Report promptly through the FDCA Member Zone, or email a completed incident report form to memberservices@fdca.com.au. Prompt reporting helps preserve an accurate account and supports management of future claims. Delayed notification may affect the policy.

Insurance notification is an additional requirement alongside service and regulatory reporting. Visit FDCA's incident reporting page or call 1800 658 699.

Make prevention part of everyday practice

The consequences of a child leaving care can be significant, even when they are found quickly and unharmed. Outside the care environment, children may encounter traffic, driveways, water, animals and other hazards. Incidents can cause considerable distress and may lead to regulatory investigation, police involvement or insurance and legal implications.

Simple safeguards make a significant difference: secure access points, active supervision, well-practised routines and responding immediately when something changes.

Taking a few minutes today to check doors, gates and supervision arrangements could prevent a serious incident tomorrow.

For practical guidance, explore ACECQA's resources on minimising the risk of children going missing and active supervision.



Family Day Care:

Understanding the Possibilities

When people picture family day care, they usually picture care being conducted from an educator's home. But what happens when an educator is ready to work and families need care, yet a suitable home is unavailable?

In some communities, a community hall, former kindergarten room or another suitable building may offer a different way to bring family day care to those families.

In-venue family day care is education and care delivered by a family day care educator at an approved place other than a residence, as part of an approved family day care service. The setting is different, but the focus remains on small groups, strong relationships and individualised education and care.

Under the National Quality Framework, family day care venues may be approved by the regulatory authority in exceptional circumstances, subject to the applicable legislative and regulatory requirements. The service must also assess whether the space and its operating arrangements can support safe, high-quality care.

Why we are exploring it

As part of the Innovative Models Stream of the Family Day Care Capability Trial, FDCA is exploring how in-venue family day care can respond to local needs, particularly in communities where families have limited access to education and care.

For educators, this approach may offer a pathway to begin or continue providing family day care when their own home cannot accommodate it. For services, it may provide another way to support educators and reach families in communities where care is needed.

> In-venue family day care is already part of delivery in some communities.

In-venue family day care is already part of delivery in some communities. FDCA's work is bringing together these experiences so the wider sector can learn from them.

What we are learning from services

FDCA's national survey of family day care services received 115 responses, providing insights into local needs, potential locations and the experiences of services already delivering in-venue family day care.

Survey respondents identified opportunities to make care available in underserved regional communities and offer another pathway for people interested in becoming educators. Some described towns with local demand and a hall, school or other community building that might be worth investigating. Others highlighted the value of keeping care close to where families live and work.

Beyond the national survey, FDCA's work with services and local examples is building understanding of the different forms in-venue family day care can take. Willi Wag Tails works with local shires in small Western Australian towns to use community buildings. Other services have explored shared community spaces and partnerships with local organisations. In



Tasmania, the Don College partnership is exploring how a venue could support both family day care and supervised student placements, with establishment work still underway.

These examples highlight the importance of starting with community needs and bringing together educators, services and local partners. Survey responses also show that establishing in-venue family day care involves more than finding a building. Respondents highlighted the importance of suitable premises, affordable operating costs, educator availability and clear approval pathways.

Where the work goes next

FDCA is using the national survey responses, alongside its broader engagement with services and stakeholders, to build a clearer picture of where in-venue family day care is already operating, where there may be opportunities, and what educators and services need to understand when considering this approach.

> FDCA is also developing a practical toolkit to help services explore, plan, establish and review in-venue family day care

The work under the Family Day Care Capability Trial includes mapping existing and potential venues, examining legislative and regulatory requirements across states and territories, and gathering examples of how services work with educators, councils and community partners. FDCA is also developing a practical toolkit to help services explore, plan, establish and review in-venue family day care. Further discussions with services and stakeholders will help test the findings and refine the guidance.

Locations identified through this work are opportunities for further investigation. Each proposed venue would still need to be assessed for suitability and receive the required approvals before care could begin.

For educators interested in this approach, a conversation with their service is a useful starting point to explore local need, possible premises and the requirements that would apply.

In-venue family day care will not suit every educator, service or community. Where it is appropriate, it may help bring care closer to families. By bringing together sector experiences, FDCA aims to strengthen understanding of what helps this approach work well, while retaining the small groups, strong relationships and responsiveness that make family day care valuable.



Dollars and Sense

Ben Mueller
from FDC Tax

The capital gains tax rules have changed, here's what it means for you!

The biggest change to capital gains tax in a generation became law in June, and it starts on 1 July 2027. You may have seen the headlines about the 50 per cent discount ending. This article is designed to help explain the recent changes and what they mean for family day care educators — especially those who use part of their home for their business, because that is where the change touches our sector most directly.

Do these changes apply to me?

These changes apply to any educator who has an investment or a capital gains tax asset — shares, crypto, an investment property — and that can include your own home, where separate areas of it are set aside for day care. It is the family home we will concentrate on in this article; your other investments and CGT assets deserve their own conversation with your accountant. Here is the quick version of where you stand:

- **You rent your home.** Claiming part of your rent has no capital gains side at all — that saving is pure, before and after these changes. If you are entitled to a claim, you are not impacted.
- **You own or are purchasing your home**, and no rooms are set aside only for day care. If your care spaces are your family spaces — the lounge, the kitchen, the yard — your home is considered your personal or main residence, in which case it stays completely tax-free when you sell. These changes only apply if these or other areas of your home are used solely or exclusively for family day care — see below.
- **You have rooms set aside only for the service** — or you are weighing up setting them up — and you claim, or would claim, mortgage interest or rates for them. These changes are about you. Keep reading.

Wherever you land on that list, the mechanics are the same — so here is what is actually changing.

What is changing?

Three things, in plain words.

The 50 per cent discount ends on 30 June 2027. For 25 years, if you owned something for more than a year and sold it at a profit, only half the profit was taxed. From 1 July 2027 your profit is instead adjusted for inflation — rising prices — which helps far less than halving did.

A minimum rate of 30 cents in the dollar will apply to these profits — even in a low-income year. (If you receive a means-tested Centrelink income support payment, the minimum doesn't apply to you.)

Profit built up before 1 July 2027 keeps the old, friendlier rules. What your asset is worth on that day is the dividing line between the old rules and the new — remember that date.

And the biggest thing did **not** change: a home that is simply your home remains tax-free when you sell.

Can I claim part of my home — and should I?

The deduction is real money every year, and these latest changes don't take it away. What they change is the long-term trade-off

for owners, so it is worth being clear about what a claim involves.

A room only counts as "business" if it is genuinely set aside for the service — used only, or almost only, for family day care, and set up that way: a dedicated playroom, the children's sleep room, a storage room holding nothing but service equipment, the office you run the service from. Rooms like that support a claim for part of your mortgage interest and rates. And here is the symmetry to understand: **the same rooms, for the same years, are the only part of your home that can ever be taxed when you sell — the exclusive areas, nothing more**. The shared spaces your family also uses are never included in the calculation — even if you claim running costs for them.

So the decision for an owner is now sharper than it used to be: a certain saving every year, against some tax later on the growth of that set-aside share, under rules less generous than they were. For many educators the yearly saving still wins. Make the choice deliberately with your accountant — the worst position is drifting into a claims history without records.

I've already claimed — what does it mean for me?

First, don't panic — and don't stop claiming what you are entitled to. The exposure is smaller and more controllable than people fear.

Only a portion, and only for those years. The tax only ever looks at the exclusive day care area of your home, and only for the years it was used that way. Say 25 per cent of your home was set aside exclusively for day care, for five years of a ten-year ownership: only 25 per cent of any gain is assessable, and only for five-tenths of the time — 12.5 per cent of the gain in total. If your home grew by $100,000 over those ten years, that puts around $12,500 in the calculation — not $100,000. And the $12,500 is not the bill: for most educators the tax works out at around 30 cents in the dollar at most on that amount — roughly $3,750 in this example — and growth from before 1 July 2027 and the small business concessions can bring it down further. Weigh that against the other side of the ledger: five years of claiming mortgage interest and rates for those rooms may well have saved you more than that along the way. The percentages and years you claimed are the whole calculation, so keep those records safe.

The clock can stop. If life changes — you wind back, retire, or a day care room truly goes back to being an ordinary family room — the business years stop adding up from that point. What happened in the past still counts, but it doesn't keep growing. If a room changes back, note the date and take a photo of it as a family room. It sounds silly; it's gold later.

Get your home valued around 1 July 2027. What the home is worth on that day separates old-rules profit from new-rules profit, so a written valuation or detailed agent's appraisal around that date locks in your position under the friendlier old rules. Cheap insurance — and the same goes for any investment property.

Own the home with someone else? Any taxable slice is shared between the owners in line with your ownership shares — it isn't all yours. Each owner's tax depends on their own situation.

There is still help at sale time. The special tax breaks for small business owners survived these changes, and for educators who qualify they can shrink the tax a long way. That conversation belongs with your accountant before you ever sign a sale contract — not after. And if a sale was already in your plans, the date now matters: a sale before 1 July 2027 is taxed entirely under the old rules.

What should I do this year?

1. Dig out the percentages and the years you've claimed for your home, and keep them with your tax records.
2. Put "home valuation" in your diary for mid-2027.
3. If a day care room changes back to family use, note the date and photograph it.
4. If selling — your home or an investment — talk to your accountant before anything is signed.
5. If you rent: relax. Keep your receipts and claim as normal.

The bottom line

The easy half-your-profit discount ends on 30 June 2027. If you rent, or your home is shared family space through and through, this change reaches your investments but not your house. If you have set-aside day care rooms and a claims history, you're not in trouble — you just need your records, a valuation in mid-2027, and a chat with your accountant before any sale. A little organising in the next eighteen months is all this asks of most people.

This article is general information only and does not take account of your personal circumstances. It is not a substitute for advice from a registered tax agent who knows your situation. FDC Tax specialises in the tax affairs of family day care educators.

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A Clear Cot Is the Safest Cot

A clear cot helps keep baby's head and face uncovered. Soft or loose items can cover baby's face, make breathing difficult or cause overheating. That is why it is important to check the cot before every sleep.

Red Nose recommends a safe cot, firm, flat, level mattress, safe bedding and no soft or bulky items in the sleep space.

Before every sleep: check the cot, place baby on their back and make sure the sleep space is clear.

How should you set up the cot?

Use a cot and mattress that meets mandatory Australian safety standards. Follow the cot maker's instructions. Check that the cot is sturdy, with no missing or broken parts.

Use a firm, clean, flat mattress that fits the cot well, with a fitted sheet. Always place baby on their back for sleep.

If you use a lightweight blanket, place baby's feet at the bottom of the cot. Tuck the blanket firmly under the mattress at the sides and foot of the cot. It should reach no higher than baby's chest. You can use a safe, well fitted baby sleeping bag instead. See your policy for direction.

What should you remove?

Before sleep, remove:

- Pillows, doonas, quilts and loose blankets.
- Cot bumpers, lambswool, sheepskin, extra padding and soft toys.
- Baby's bib, hat or beanie.

Check around the cot, too. Move it away from blind cords, curtains and anything baby could reach. Remove decorations or blankets that could fall into the cot.

What about comforters?

A comforter is a small soft toy that helps a baby settle. Red Nose recommends keeping comforters **out of the cot, ideally for the first 12** months, as the safest option.

If a family asks to use one for a baby over seven months of age, corrected for prematurity, speak with your service about ACECQA: Sleep and Rest Legislative Requirements before using it. Check the service's sleep and rest policy and complete an individual risk assessment. Red Nose recommends continuous supervision, including bedside physical checks, whenever an older baby sleeps with a comforter.

Check before sleep—and keep checking

Check the cot before placing each baby down. **Supervise and make**



regular physical checks throughout sleep, following your service's policy.

Look at baby's position, breathing and colour. Check that their head and face remain uncovered. Record checks as required by your service.

Clear cot. Back to sleep. Keep checking.

More information for educators

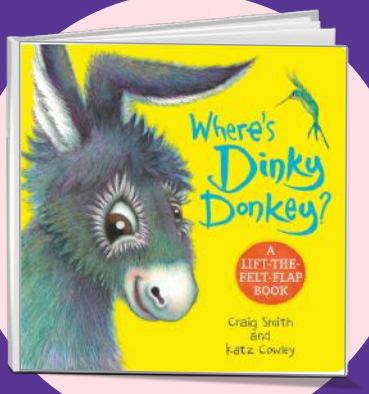
- rednose.org.au/safesleepbags
- rednose.org.au/softtoys
- rednose.org.au/physicalchecks
- ACECQA: Sleep and Rest Legislative Requirements

Need safe sleep guidance? Call the Red Nose Safe Sleep Advice Line on **1300 998 698,** Monday to Friday, **9 am–5 pm AEST,** or email education@rednose.org.au. (rednose.org.au)



SCHOLASTIC

Storytime



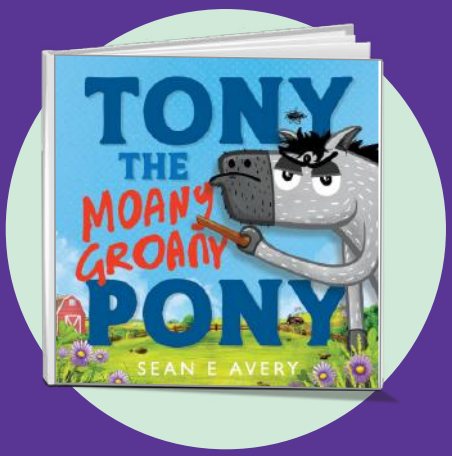
WHERE'S DINKY DONKEY?

The children loved this book - 3 out of 3 stars.

They enjoyed the interactive story, guessing who might be hiding behind the soft felt flaps.

The children enjoyed the bright colours of the book, the simple and easy to see illustrations. They especially liked the expressions of the characters and were able to tell me the feeling demonstrated though out the story.

They have enjoyed reading this book them self, and some have even created their own story time re-reading it from the illustrations to the younger children.



TONY THE MOANY GROANY PONY

The children thought this book was funny - 2 out of 3 stars.

They enjoyed the rhyming of the story. The bright colours and spotting the various animal friends though out the story. The children thought it was hilarious that the animals were all wearing clothes.

A few children noticed Tony was not wearing anything and questioned this... But did like it when he put on his party hat at the end.

The children enjoyed the surprise ending and were very happy for Tony the Moany Groany Pony.



BAA BAA BLACK BELT

The children really liked this book - 2.5 out of 3.

Living in a rural county town, the children recognised many things in the illustrations - farm buildings, animals, tractors and windmills. They thought the colourful illustrations and expressions of all the characters were very funny.

The side talking bubbles from the other farm animals were especially funny for the children. A simple easy to follow story with a funny ending, was a delight to share with the children. They have asked to read this one several times now.

ABOUT SCHOLASTIC

Scholastic has been the market leader of Australian children's publishing for over 50 years, bringing the joy of reading to multiple generations of Australian families.

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Scholastic believes that all children should have regular access to quality, affordable books that they have chosen for themselves. Reading ignites a spark of adventure that a child can carry within their heart well into their adulthood. Scholastic hopes to light this spark within every child.

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BOOK REVIEWER:

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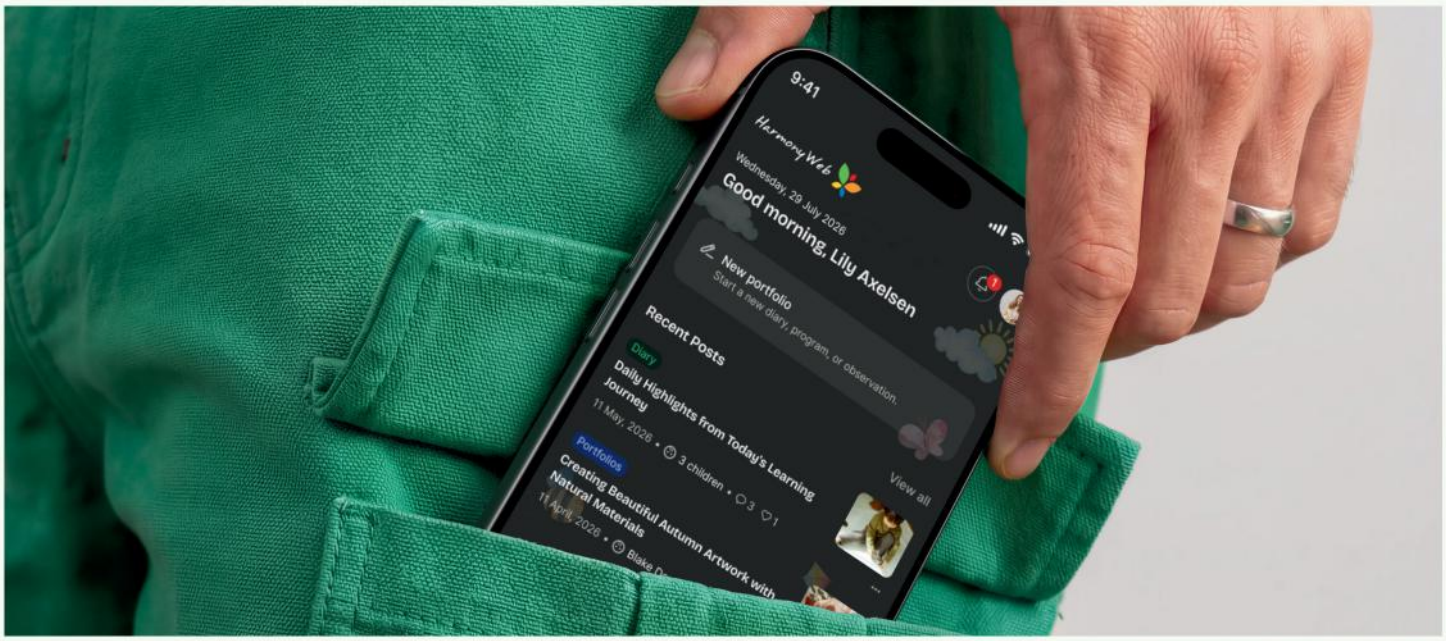
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