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Introducing the New Name - Australian Community Children's Services

Prue Warrilow, National Convener

Welcome to our new name – Australian Community Children's Services – ACCS

We haven't changed what we do; we are still the peak body that advocates nationally for the right of Australia's children to access quality not for profit, community children's services.

Why a new name?

With a new Commonwealth Government there are exciting opportunities for Australia's children's services and the children and families using these services. We are all moving forward into a new era for community services. ACCS has changed its name from NACBCS in this climate of reform and renewal to:

- Identify the Australian context;
- Place 'community' as the central concept;
- Acknowledge that the words 'community based' is just one of the many ways we define our unique sector along with community managed, community owned and community controlled;
- Position our national peak body as an effective organisation to represent

the community sector in the new federal policy environment; and

- Ensure that our national peak body is recognised as a contemporary organisation with expertise relevant to government.

ACCS proudly continues the NACBCS commitment to:

- Children, families and communities;
- Children's entitlements for the best care, education and health services;
- Community ownership;
- Connected services for children, families and local communities;
- Cost effective services that are not for profit; and
- Cultural diversity and respect for Aboriginal and Torres Strait Islander people as custodians of the land.

Visit our website for more detail on what community owned children's services are, the ACCS governance structure and how to join: www.ausccs.org.au

I look forward to your continued involvement in ACCS (NACBCS).

The Community Sector Responds to the Collapse of ABC Learning

Barbara Romeril, National Secretary

It is now official – the largest publicly listed corporate child care chain in the world is dead. ABC Learning is in the hands of receivers and at the time of writing it is unclear how services will be provided in those communities reliant on ABC. The community sector is responding with its usual pragmatism – a number

of not-for-profit organisations have made public offers to step in and operate children's services where ABC is unable to continue, some even offering to buy the buildings.

ACCS has met with the Federal Government to reiterate our written proposal to find competent non-profit

providers of children's services to take over the operation of viable ABC centres across Australia. We are also submitting an expression of interest directly to the receivers so we are certain that our offer is considered in the mix. We will continue to stay in touch with government and potential partners to offer operations

in local communities, across regions and/or states and/or nationwide, ensuring that the local input into decision-making which characterises our sector is preserved in our proposed solutions to this crisis.

ACCS urges our members to contact the receivers and put in an expression of interest, even to operate just a single local ABC centre – the stronger the response from the community sector the more likely that we will feature in the solution to the ABC crisis. An expression of interest is not a promise on your part to do anything at a later stage, but it keeps you involved in the local decision making process. Visit www.childcare.com.au or call 1800 222 543 for further information.

Things are developing rapidly. At the time of writing the latest information on ABC Learning from DEEWR and Parliamentary Secretary McKew was:

- the DEEWR Child Care Industry Taskforce is consulting closely with DEEWR state/territory offices, state/territory governments and the voluntary administrators, receivers and bank creditors of ABC to find ways forward – for updates see mychild.gov.au or call the national information hotline 180 2003;
- the \$22m of government assistance is NOT a bail out of ABC Learning as it no longer exists; rather it is a conditional offer to keep the centres operating for 2 months and to give the receivers time to assess the complex corporate structures of ABC; DEEWR cannot reveal the conditions on the assistance;
- a plan for beyond December will be developed over the next few weeks – the receivers will be considering selling some centres, amalgamating some and/or closing some;
- the government appreciates offers of assistance and these should be sent directly to the receivers ph: 1800 222 543;
- DEEWR is interested to hear about issues on the ground such as threats to Adult Migrant Education child care places, or families of children with disabilities hearing they may be asked to withdraw their child; Maxine McKew stressed that the ABC centres are expected to offer service as usual and her office is keen to hear of any variation from this; and
- the Federal Government has made public statements about the need for a more managed child care market better aligned to the government's ambitions for early childhood.

Federal Government

NACBCS Submission to the National Quality Framework for Early Childhood Education and Care

The key points of the NACBCS submission were:

- The National Quality Standards must embody the key drivers of quality - ratios, group sizes, active partnerships with families and staff qualifications – these qualifications must include a degree qualified early childhood teacher.
- Quality standards must not be developed at the lowest

common denominator and should be enshrined in legislation to ensure they translate into practice.

- Good quality services cost money – We don't want to see quality sacrificed under presumptions of excessive cost or labour shortages.
- Workforce – pay equity for Early Childhood Education and Care educators
- A professional registration body as an option to allow for recognition and accountability for Early Childhood Education and Care educators.
- The Early Years Learning Framework should be guiding for practitioners, based on evidence and focus on all children 0-5 in all early learning settings, not just 4 year olds. Any reform must not be a pushed down school curriculum.

You can read the complete submission at www.ausccs.org.au

Reports from ACCS Representatives

Families Australia report

Prue was successful in standing for the Families Australia (FA) board again. ACCS, as a member of FA nominated Prue for the Board. Her term is until Oct 2010.

Families Australia is the national independent, peak, not-for-profit organisation dedicated to promoting the needs and interests of families. Since the last newsletter Prue has represented ACCS in the following FA activities/ events.

- A member of the Paid Parental Leave Coalition – a broad group of interested stakeholders who want to promote the need for 6-12 months paid parental leave.
- Attended a two day symposium on Meeting the needs of vulnerable children and families: dreaming the extraordinary, doing the extraordinary. This symposium had around 70 invited guests to look at more effective collaboration between adult, child and family services that support the needs of vulnerable families. As part of this symposium the Governor General, Quentin Bryce also delivered the first FA oration. You can read her speech at <http://www.gg.gov.au/governorgeneral/speech.php?id=474>
- Two FA Board meetings – a 3 day event in Darwin that included visiting two Aboriginal town camps located just outside of Darwin. Talking to the camp representatives on their views and the impact of the intervention; and a 1 day Board meeting in Canberra.

National Early Childhood Stakeholder Roundtable

16 Oct 2008

Prue attended this half day event in Canberra representing ACCS. The purpose of this event was to inform national peak children's services organisations of the national approach to implementing an Early Childhood agenda and provide feedback to DEEWR in preparation of the 17 Nov 2008 COAG meeting. The half

day agenda was meant to include at least 1 hour for the invited stakeholders to have small groups discussion to inform DEEWR. Unfortunately we had a 10 minute window of opportunity to do this where we were asked to identify some gaps in the Early Childhood agenda.

There may be opportunities in each state and territory after the November COAG meeting to have more input.

In all, a disappointing and missed opportunity for the Government to gather valuable information and feedback from the children's services sector.

National Children's Services Forum Report

The ACCS Executive attended the National Children's Services Forum meetings in August and November. The November meeting provided an opportunity for the sector to discuss the crisis in corporate child care and the government's response. The Department of Education, Employment and Workplace Relations used the forum as an opportunity to consult on the plan of action to implement the new policy directions of the ALP Government including the proposed National Quality Framework and the National Early Learning Framework.

NACBCS announced our new name ACCS; the initial responses were positive, although we were asked why we chose a name that suggests we represent service types other than community based long day care – this is frustrating as NACBCS has always represented all not-for-profit children's service types.

The NCSF meeting collated information about different state and territory government initiatives in implementing 15 hours of pre-school.

Parliamentary Secretary Maxine McKew attended the November meeting to discuss the national reform agenda. She spoke about the collapse of ABC and the Government's response. The National Forum offered to help the government to develop good policy responses and to avoid forming de facto policy out of a crisis response.

While we were in Canberra we took the opportunity to meet privately with Maxine McKew, Greens Senator Sarah Hansen-Young and the Opposition to pitch our proposal for non-profit operators to take over operation of ABC centres that are found to be viable and capable of meeting community need. We also supported the Greens'

call for a national summit to solve the ABC crisis or failing that a national inquiry to investigate what happened and how to avoid it in future.

Keeping an Eye on Corporate Childcare

It is fitting that the first edition of this national newsletter published using the new name of the national peak body for the community children's services sector – ACCS – should carry media coverage of the final demise of the first and largest corporate childcare chain in Australia, ABC Learning.

Over the last five years as *NACBCS In Action* this newsletter has published media coverage of the rise of corporate childcare both here and overseas. We have chronicled a worrying and sometimes shocking history of privatisation gone mad – the consequences of economic rationalism and what the Prime Minister is now saying is 'extreme capitalism', exposing the care of babies and young children to the harsh winds of competition and the pursuit of personal profits. Below we provide readers with key media reports of what is likely to be the final stages of ABC Learning – we will continue to keep an eye on what emerges from the ashes.

For the latest official announcements on the demise of ABC Learning go to www.childcare.com.au and www.mychild.gov.au

ABC child care goes under

The Age
6th November 2008
By Vanda Carson

ABC Learning's board has appointed voluntary administrators Ferrier Hodgson whose first task will be to see if the company can be saved.

The company's banks, which together are owed an estimated \$850 million, also brought in insolvency experts Chris Honey from McGrathNicol as receivers this morning to protect their interests as the main secured creditors. Mr Honey said in a statement that ABC's child-care centres would remain open...

Insolvency firm PPB was appointed to look after the interests of Federal Government, which subsidises the care of more than 100,000 children at ABC's centres.

Don't forget that all ACCS members are entitled to a 15% discount on all purchases from Educational Experience. For every purchase by a ACCS member, 2% of the value of the sale will be given to ACCS.

**Phone your order through to
Free Call 1800 025 270 or online at
<http://www.edex.com.au/products/index.cfm?action=order>**

Women tolled warning bells but no one wanted to listen

Sydney Morning Herald
8th November 2008
By Adele Horin

The women knew. For some time ABC Learning Centres had troubled the child-care experts. The company's baffling balance sheets did not make sense and the labyrinthine company structures were a worry to them...

Prue Warrilow told the Howard government at least three years ago that the ABC model was not viable. It could come to grief under accumulated debt. She was dismissed as an agent of the non-profit child-care sector....

No one wanted to argue with a rising share price. No one, that is, except the women who understood child care. They worried how a single corporation could grow so powerful on the back of public subsidies, the charismatic personality of Eddy Groves, and a set of complicated accounts...

Australia has several large non-profit providers, KU Children's Services and SDN Children's Services, for example, with long, unblemished records. It would be a pity if a way could not be found for them to take over some of ABC's centres. Meanwhile, a few women, though they sympathise with families caught in the mess, are feeling a certain schadenfreude.

Founders Dumped as ABC audit plods on

The Age
1st October 2008
By Colin Kruger and Carol Nader

ABC Learning has bowed to the inevitable and dumped its founders, Eddy and Le Neve Groves, admitting they had lost the backing of key stakeholders in the embattled child-care operator...

The former head of retailer Colorado Group, Rowan Webb, will step in as ABC's interim chief executive as of today while a search for a permanent replacement for Mr Groves is under way.

ABC Chairman David Ryan said it had become clear in recent conversations with major investors and bankers that while there was a great deal of respect for Mr. Groves and what he had done at ABC, "the way forward needed a new leadership team".

Mr Ryan said he had talked to Mr Groves yesterday and the two agreed he should leave.

"He spoke with some passion about his desire for ABC to recover and flourish...he could see that it was in the best interest of the company that to move forward he should step down – and he did," Mr Ryan said...

Mr Ryan said ABC's new chief financial officer, Peter Trimble, had started work last week as planned but would not formally take up the role until after the audited accounts were released.

Community operators keen to step into ABC void

ABC Radio AM
7th November 2008

The community Childcare Sector should take over running ABC Learning Centres in the wake of the company's collapse, a community childcare advocate says....

The spectacular collapse of the childcare giant, which controls around 25 per cent of the market in Australia, has raised questions about how a private operator was allowed to build up such a stake.

Lynne Wannan, the immediate past convenor of the National Association of Community Based Children's Services, says it would be 'foolish' to let the company return to its previous business model.

"It is extraordinary to imagine that they would ever have been able to see you could return shares to shareholders. So there was no other route for them than to end up like this," she said.

"To imagine that you are ever going to have millions and billions of dollars to return to shareholders and banks based on the revenue that you get from childcare is ludicrous."

She says the community-based sector is in a strong position to take over ABC Learning centres, with just a minimal increase in workload.

"It is not a complex task to manage children's centres and those community ones that have been operating for 30 to 40 years, they can do it. They manage. That is what they do on a day to day basis," she said.

If community operators are to step in, they will need the Government to use its capital to secure the buildings, Ms Wannan says.

Rival childcare group has shares suspended

www.smartcompany.com.au
2nd October 2008
By James Thomson

The child care sector is no longer the playground it once was for investors. Days after the departure of founder Eddy Groves and his wife Le Neve, the company has been hauled before the Australian Industrial Relations Commission.

ABC announced in September that it would

seek to slash staffing costs as a part of a \$26 million cost-cutting program aimed at getting the struggling child care company back on track.

But the union that represents ABC's child care staff, the Liquor Hospitality and Miscellaneous Union, isn't impressed and the AIRC will hear the dispute between the union and ABC in Sydney today...

ABC's rival CFK Childcare Centres is also in trouble with regulators, with the ASX suspending trade in the company's shares yesterday after it failed to lodge its 2007-08 accounts...

Gillard defends \$22m ABC rescue

The Australian

10th November 2008

By Sean Parnell

THE Rudd Government and the Opposition continued to bicker yesterday over the use of \$22 million of taxpayer funds to keep ABC Learning centres open until the end of the year.

As parents wait for any news on childcare places for next year and beyond, and creditors show similar anxiety over money owed by ABC Learning, Education Minister Julia Gillard yesterday defended the decision to spend the money to keep all centres open until the new year.

ABC Learning management last week placed the company, which cares for about 120,000 kids across 1100 centres and employs more than 16,000 people, into voluntary administration with debts of more than \$1 billion.

Opposition Leader Malcolm Turnbull raised concerns on Saturday over the terms of the Government's support, and his frontbench colleague Joe Hockey yesterday questioned whether it set a precedent, given other companies were also in financial dire straits.

Mr Hockey - who, like Mr Turnbull, said he supported any efforts to keep the ABC centres open in the short term - said governments should act to stabilise an industry, not individual companies.

Emphasising the payment was conditional on the receivers advising the Government which centres were unprofitable, Ms Gillard said \$22 million would keep an estimated 400 unprofitable centres open until December 31...

"This Government's priority has been ... to ensure working families can access childcare for their kids when and where they need it."

Administrator Ferrier Hodgson has called a creditors meeting for November 18 to discuss the future of the 39 companies in the ABC Group...

ABC Centres won't close this year – Gillard

AAP

11th November 2008

All debt-stricken ABC Learning Centres are expected to operate into the new year, Federal Education Minister Julia Gillard said today.

Ms Gillard also revealed control of more than 400 non-viable centres is now up for grabs after the Federal Government called for expressions of interest.

The Government has committed \$22 million to keep the centres open until December 31.

Ms Gillard moved to reassure anxious parents that the centres, which provide care for 120,000 children, are likely to remain open next year.

"It is important to note that at this stage the receiver expects that most centres will continue to operate into the New Year," Ms Gillard said.

Ms Gillard said there was no sale process being conducted in relation to ABC's assets, but called on relevant parties to flag their interest in taking over the company's ailing centres.

"An expression of interest process has commenced to ensure that the receiver has the best available range of options for considering the future operation of ABC Learning Centres."

"I encourage any parties.....to register their interest." The Federal Government will work with the receiver, McGrathNicol, to undertake a detailed operational review of the 1040 centres.

Ms Gillard said the work was "essential and necessary" to determine the best way forward for all centres.

"This (review) may create opportunities for not-for-profit and for profit entities to operate local childcare centres that were previously operated by ABC, but were not viable."

Representatives of the childcare sector met in Canberra today to discuss the future of the industry. Parliamentary Secretary for Childcare, Maxine McKew attended the meeting where she spoke for the first time publicly about ABC Learning.

"The most important thing is that parents are still taking children along to ABC centres across the country, for the most part is it business as usual," she said.

Australian Community Children's Services (ACCS) national convenor, Prue Warrilow said it was crucial the government ensured the centres remained open. "Given the....nightmare of corporate ownership of ABC,

the receivers...(do) not ...(have) a good chance to create something and unravel the issues in six weeks.”

“What I am hoping is that government in party with the banks and receivers will be good corporate citizens and look at how they can sustain access to services.”

Companies eye off ABC Learning centres

The Age

11th November 2008

By Vanessa O’Shaughnessy and Dan Harrison

A VICTORIAN not-for-profit group and a Queensland listed child-care company are sizing up a portion of ABC Learning’s child-care empire as the Federal Government struggles to outline a long-term plan for the centres.

Try Youth and Community Services yesterday revealed it had made an offer for up to 40 child-care centres across Melbourne and provincial Victoria...

Chief executive Damien Mowlam said Try had available capital and could raise debt. But the not-for-profit would also need Government help to buy selected centres.

Listed child-care provider Early Learning Services, which owns or operates 44 centres, is also evaluating buying opportunities, said founder and chief executive John Hutchison.

And National Association for Community Based Children’s Services national secretary Barbara Romeril wants the Government to help community based organisations to take over ABC Learning’s centres...

Meanwhile, the listed Australian Education Trust, which owns 380 child-care centre properties that are run by ABC Learning, confirmed it was still receiving leasing fees...

The Greens will today move a motion in the Senate calling for an emergency summit to bring together child-care providers, experts, local government, parents and community groups.

Brown calls for public childcare system overhaul

ABC News

8th November 2008

Australian Greens leader Bob Brown says the Federal Government must improve the public childcare system to protect families from another major childcare provider collapse.

Childcare company ABC Learning went into receivership on Thursday, owing close to \$1 billion to banks. The Federal Government has announced a \$22 million package to keep the company’s 1000 centres open until the end of December.

Senator Brown says Education Minister Julia Gillard needs to get behind a strong publicly-based system.

“It should never again be put in the hands of corporations who see their profit line as more important ultimately than the other values which educators see as so important for young Australians,” he said.

“It’s now the challenge for the Rudd Government to see that we get that back.”

Federal Opposition Leader Malcolm Turnbull has warned that taxpayers cannot bail out ABC Learning forever...

Mr Turnbull approved the Government’s 22 million bailout move, but said there were limits on how much public money should go to prop up the business.

“The reality is an unprofitable business cannot be sustained indefinitely, so there is clearly a concern about the level of, and the tenure, the extent, of government support,” he told reporters in Canberra.

Time to rethink ABCs of child care, say experts

The Age

November 15th 2008

By Tom Arup and Dan Harrison

LEADING Childcare experts believe the collapse of ABC Learning gives the Federal Government the perfect opportunity to restructure childcare policy.

Melbourne University early childhood education and care Collette Tayler said the Government should move now to improve industry standards and implement a long-term early education plan.

“This is the perfect time to address this, because early education is so important in terms of building human capital and poverty alleviation,” she said.

“Australia ranks so low on funding of early childhood education and all the evidence shows it is critical in development and giving children a good start in life.”

Professor Tayler co-wrote an OECD report, Starting Strong II, in 2006 which linked increased national investment in early childhood education and childcare with economic development.

The executive director of Community Child Care Victoria, Barbara Romeril, also believed the demise of ABC Learning was an opportunity to fast-track a culture change.

She said integrating child care and kindergarten was a “vision we have been advocating for 35 years and finally governments have caught up with us.”

The national convenor of Australian Community

Children's Services, which represents non-profit childcare centres, Prue Warrilow, urged the government to resist pressure to "make policy on the run" in considering broader changes to the sector.

ACCS/NACBCS in the Media

ACCS/NACBS have been quoted extensively on the demise of ABC Learning - some of these are included above. Here are some quotes on other current issues.

Is Child Care Out of Control?

Sydney Morning Herald Blogs

13th August 2008

By Sacha Molitorisz

Joshua Gans has plenty of experience with child care. As a dad and an economist, he's more qualified than most to comment on the effect of the Rudd government's recent amendments to the child care benefit and rebate.

"We currently have a mess," Gans says. "I'm a PhD in economics and when the first child care rebate came out a few years ago I couldn't make heads or tails of it"...

Ok, so the amended system should put a few more bucks in parents' wallets, but it encourages child care providers to drive up their costs, and remains infuriatingly complicated. So what are the alternatives?

"Perhaps we should consider child care as a deductible expense," says Gans, "why wouldn't the government be thinking of the household as a business, and childcare as an expense? As it is, the money is real, the transparency is not"...

Prue Warrilow, national convener of the National Association of Community-Based Children's Services, has another idea.

"Politically, you almost need to go back to scratch," she says. "You need to think about how the system should work, and how the tax system supports people in work using formal children's services. I think the increase in the tax rebate was just an election promise that needs to be fulfilled, without a lot of thought behind it. But it just gives service providers the opportunity to charge more."

Her solution?

"It would have been better to put all the dollars into the Child Care Benefit rather than the Rebate," says Warrilow. "Quarterly payments are better than annually, but some families need assistance on a week-by-week basis. This system advantages high income

earners - the 'Rudd-rich'. And it just encourages service providers to charge more. The money that went into the rebate should have gone into the Child Care Benefit instead. That way the families that are really vulnerable get a greater reduction"...

Branch Reports

NSW Branch Report

1:4 Soon to be law!

It is appropriate that the first issue of ACCS in Action should carry the news of an advocacy win for the NSW Branch. After 5 years of campaigning, ACCS NSW and other advocacy groups in NSW are overjoyed by the announcement by Linda Burney, NSW Minister for Community Services that all centre based and mobile services will be required by law to have one carer for every four children under two, compared to the current legal requirement of one carer for every five.

The change will not come into force until the current regulation is replaced in 2010, giving childcare services time to plan for the change.

ACCS NSW has long been advocating for the 1:4 ratio. Research shows that the number of children per staff member is critical to achieving higher overall quality in children's services and better child outcomes.

The research tells us that a 1:4 ratio will:

- * Create more opportunities for early childhood professionals to build more responsive relationships with babies and their families;
- * Facilitate responsive attention to babies to reduce cortisol and stress levels in babies;
- * Provide more opportunities for staff to engage with babies to facilitate their play and development. (i.e. talking, playing, touching and laughing);
- * Mean more verbal communication between early childhood staff and babies which supports and enhances children's language development; and
- * Reduce the transmission of disease in child care centres.

ACCS NSW played a large role in the ratios campaign. Although a range of individuals devoted large amounts of time to the campaign, special attention must be devoted to the work of ACCS member Anthony Semann, National Convenor, Prue Warrilow and the tireless work of Community Child Care NSW's Chair, Bernadette Dunn.

In announcing the change Minister Burney said that "Early Childhood advocates in NSW have been seeking this change for a long time, and their arguments are extremely compelling."

South Australian Branch Report

By Kaarin Wilkinson and Verity Bierenboim

NACBCS/ACCS SA continues to be involved in State Government early childhood reference, discussion and focus groups. This includes the Childrens Services Consultative Committee which reports to the Minister, the Child Care Reference Group, the Early Years Reference Group, the SA Care and Education Forum and the Community Services Training Forum.

The Child Care Reference Group have provided initial feedback on a draft curriculum audit tool for child care licensing purposes, and supported a pilot during licensing visits in the next few months. This audit tool aims to support the licensing process by identifying observable indicators of curriculum policy that can be seen in child care centres.

The SA Government is reviewing the Children's Services Act 1985 and the Education Act 1972 with a view to establishing an integrated Act for the administration of education and early childhood development in South Australia. The aim is to deliver a more seamless service, allow for flexible approaches to education and establish the same legal requirements for both childcare and preschool. NACBCS/ACCS SA is able to have input into the discussion papers associated with the review, both as an organisation, and through the other reference and focus groups members attend giving us a strong voice in supporting high quality children's services.

The State Government has recently appointed Minister Jay Weatherill as Minister for Early Childhood Development. By separating this area into its own portfolio, linked to the Education portfolio, the State Government is highlighting the important role of the early years. We looked forward to working with the new Minister.

Victorian Branch Report

Barbara Romeril, Executive Director Community Child Care Victoria

We are excited that CCC's Chairperson, Dr Anne Kennedy, is a member of the consortium of academics who have been appointed to consider all of the responses and write the national early learning framework.

We were expecting the draft state regulations to be out for comment by now – this has been delayed, possibly until close to Christmas, which presents huge problems for the sector to respond while we are winding down for the break. CCC has made sure the government is aware of this and is planning its consultation process to allow for full participation by those who will be affected. We have been assured that the delay is a sign that the draft regulations will be excellent and will fit well with the national quality standards which are being developed at the same time.

The OSHC Victoria sub-committee of CCC has won a significant shift in government policy ensuring that children enrolled to start school in 2009 will be able to access care for the three pupil-free days that will occur before classes start for the year.

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Want to build strong, positive relationships with your families and support their parenting?

Early Childhood Australia knows that parents want information that is up to date, dependable, credible and easy to read. Early Childhood Australia's Everyday Learning Series was developed by early childhood experts specifically to meet these needs. Each year the four books in the series cover topics of real interest to parents such as: brothers and sisters, making friends, maths, imagination and talking.

To find out more information about the Everyday Learning Series, or to obtain a subscription for your families visit: http://www.earlychildhoodaustralia.org.au/everyday_learning_series/special_offer_for_services.html.

When ordering the Everyday Learning Services please make sure that you alert Early Childhood Australia that you are a member of ACCS. For every purchase, 2% of the value of the sale will be given to ACCS.