



Country Children's Services Association of NSW Inc

Annual Report 2006

About CCSA

Vision

Your partner in management

Mission

To support the management of high-quality early childhood education and care through information provision, training and advocacy

Our values

- to offer a high standard of accurate, up-to-date knowledge and information to members
- respect and maintain confidentiality and privacy of all members
- respect and acknowledge the needs of communities in relation to the provision of support to children's services
- recognise the particular needs, skills and responsibilities of volunteer management committees
- provide leadership by being progressive and innovative
- maintain professional excellence and accountability at all times
- value and draw strength from the diversity of our members
- work with all tiers of government to ensure provision of high-quality early childhood services for all children.

Underpinning the work and activities of CCSA is the recognition of the rights of the child

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President's message

CCSA's mission to support the management of high-quality early childhood education and care through information provision, training and advocacy is one that rolls off the tongue easily but is much more complex in action. 2006 saw no less complexity in this mission. In fact, there were additional hurdles for our members to negotiate and layers of legislation, development and advocacy for the organisation to take into account.



At the grass roots level, given the hectic context of early childhood service provision, it is important that you can rely on CCSA to respond to your need for support in a timely and effective manner. The responses are based on strategic planning, positioning of the organisation and development of all aspects of our resources. Information and support is not provided in haste, nor a sense of organisational importance nor through blind faith that early childhood services provision should maintain the status quo. CCSA, your organisation, provides support based on sound knowledge purposely gathered and built on through informed, philosophically and politically smart approaches.

I, along with the rest of the board, am very proud of the progress of the organisation in 2006. This development has been possible because of the vision of the board and the tenacity of the team within the secretariat. The board made the hard decisions that go hand-in-hand with sound business development throughout 2006. While maintaining the core information provision, training and representation functions, CCSA guided the development of CCSA Business Solutions to the next level.

Like any organisation, CCSA sometimes finds frustration in our advocacy role but you can be assured that we have a presence where it counts. CCSA's Executive Director, Judy Kynaston, leads this aspect of our role with commitment and balanced wisdom. The board of CCSA also relies on Judy Kynaston and the team within the secretariat to carry out the day-to-day running of every aspect of our business which is increasingly complex. I commend them all on their great skills, dedication and commitment to ongoing development as individuals and a team.

It is important that we also recognise each of the members of the board for the experience and expertise they bring to the functions of the board and for the pivotal role they play in CSSA. This is quite an extraordinary group of people. CCSA, as an organisation leads by modelling effective and visionary governance, business practice and service provision. I encourage all our members to embrace this philosophy in your early childhood services so that we provide the very best present and future for the youngest members of our society.

This year also saw the resignation of our patron, Rosemary Sinclair. On behalf of CCSA's board, staff and members, I would like to express our sincere gratitude and appreciation for the advocacy work Rosemary has undertaken on behalf of CCSA. Rosemary has worked tirelessly in many ways to ensure the well being of young children and CCSA feels very honoured and privileged to have been able to work with her and benefit from her vast knowledge and experience.

Tracey M. Simpson

Tracey Simpson

Membership support

Information provision

The primary focus in 2006 was informing members about the federal government's WorkChoices legislation which became law on 27 March. The introduction of WorkChoices was not a straightforward change to employment legislation. In order to establish whether an organisation was captured by WorkChoices and part of the federal industrial relations system, it first had to determine whether it was a constitutional corporation. The lack of legal clarity for not-for-profit children's services, together with cumbersome terminology and the most sweeping industrial relations reforms in 100 years posed unique challenges for CCSA and members alike.

Many members tried to put off considering whether WorkChoices applied to them. However, once the Australian Fair Pay Commission's first wage-setting decision took effect on 1 December 2006, creating different rates of pay for staff employed under the federal industrial relations system as opposed to the state system, it became difficult to avoid the issue.

CCSA took in excess of 4200 telephone calls on the Management Infoline. Understandably, the majority of calls related to WorkChoices. CCSA found that the length of time required to assist members increased because of the complexities and lack of precedent in the WorkChoices legislation.

On 7 March 2006 the Industrial Relations Commission of NSW handed down its landmark decision in the pay-equity case for the *Miscellaneous Workers Kindergarten and Child Care Centres (State) Award*. It included substantial pay increases and changes to entitlements. However, the full effects of the pay-equity case will not be felt until March 2008 when the final incremental increases of around 10-25% will take effect for qualified workers and co-ordinators.

During 2006, the number of members seeking information in writing grew by a further 20% from 2005, with CCSA responding to almost 300 written requests. The use of email has greatly contributed to the increase in written requests for information.

Payroll and bookkeeping services

CCSA's new support service, Business Solutions, grew by 133% in 2006, with a further 16 members choosing to outsource their payroll and/or bookkeeping to CCSA on a fee-for-service basis. Members using Business Solutions cover the full range of service types from the small 2-day per week rural preschool to a large 59-place metropolitan long day care centre.

Services greatly value the expertise that CCSA offers in the area of payroll and financial administration. Interest from potential new clients remains strong.



Annual Conference

CCSA's three-day annual conference held in Tweed Heads attracted more than 200 delegates. Keynote speakers—Pam Cahir, Sue Bredekamp and Yvonne Winer—addressed this year's conference theme of *Quality and sustainability: creating the balance*. Workshops explored the characteristics of high-quality early childhood services and the tensions between high-quality service provision and affordability. Other workshops focused on management-related topics such as industrial relations changes, leadership, financial risk control.

Delegates said they valued the opportunity to hear the keynote speakers and to strengthen their professional relationships with colleagues. As one participant wrote, "It was a marvellous chance to learn, consolidate and refresh professionally and personally."

CCSA is grateful for the financial support from the Department of Families, Community Services and Indigenous Affairs (FaCSIA) which assisted with presenter costs for the conference. CCSA also thanks the Department of Community Services (DoCS) for their travel-subsidy funding which was distributed to 42 member services.



Training

Customised training workshops

In 2006 CCSA conducted 20 training consultancies for children's services across the state. This included five visits in the first three months of the year funded by the Department of Families, Communities and Indigenous Affairs (FaSCIA) and 15 consultancy visits delivered on a fee-for-service basis. Training participants included licensees, managers and staff of early childhood services, including administration staff. Topics included management committee responsibilities, financial management, business planning, team building and service restructuring.



Advocacy and representation

NSW Preschool Campaign

The high cost of preschool education in NSW gained widespread media attention in early 2006 with the release of the NSW Children's Services Forum's report, *There's a hole in the bucket: challenges for community-based preschools* (compiled with the assistance of CCSA), and state-wide rallies co-ordinated by the advocacy group *Children's Choice: A Voice for Preschoolers*. In the lead up to the rally day in April, the NSW Opposition released its election policy to significantly increase preschool funding if the Coalition were to win government in 2007. On 31 May, the NSW Government responded with its announcement of the NSW Preschool and Investment Reform Plan. PIRP included additional funding of \$85.2m over four years for community-based preschools. An initial \$8m viability funding was distributed in June 2006 and a further \$17.6m was distributed in December 2006. While this additional funding has helped improve the short-term viability of some community-based preschools, concerns were raised about how funding criteria was determined as well as its capacity to deliver an overall reduction in preschool fees. CCSA continued to moderate the NSW Preschool Campaign Egroup which was the main communication tool in the state-wide campaign. By the end of 2006, membership of the egroup had grown to 360 members and more than 2000 messages were circulated. Access to affordable preschool education remains a pressing issue for families in NSW.

Representing members in industrial negotiations

With the conclusion of the pay-equity case for the *Miscellaneous Workers Kindergarten and Child Care Centres (State) Award*, CCSA's attention turned to analysing the implications of WorkChoices for members. CCSA sought legal advice through Public Interest and Advocacy Centre (PIAC) and made a submission to the NSW Government's inquiry into the impact of WorkChoices. Discussions were also held with Independent Education Union and Employers First over the application of the Australian Fair Pay Commission's first wage-setting decision.

Representing members on advisory bodies and forums

CCSA represented members on the following advisory bodies and forums:

- Early Childhood Australia (ECA) state and national forums
- NSW Children's Services Qualifications Committee (ceased July 2006)
- NSW Children's Services Forum
- National Children's Services Forum
- DoCS Preschool Affordability Policy Review
- Preschool Investment and Reform Plan Working Group (representation by Tracey Simpson, CCSA President)
- NSW Ombudsman Forums
- NSW Health and Safety Committee
- NSW Childcare Industry Liaison Forum (FaCSIA)
- Course review committee at Charles Sturt University
- NSW Community Services & Health Industry Training Advisory Body - Children Services Reference Group



CCSA Board 2006

CCSA is governed by a seven-member, volunteer board which is made up of representatives who have interest and expertise in children's services management. Board members serving in 2006 were:

- Tracey Simpson, President
- Melisa Mehan, Vice-President
- Elizabeth Romalis, Secretary
- Neville Dwyer, Treasurer
- Tracey Bindley, Board member
- Jan Langtry, Board member
- Judy Radich, Board member
- Gwen Smith, Board member to June 2006

CCSA's Patron in 2006 was Rosemary Sinclair OA.

CCSA Secretariat 2006

CCSA's day-to-day work is carried out by the Secretariat. Staff employed in 2006 were:

- Judy Kynaston, Executive Director (full-time)
- Jane Hamilton, Operations Manager (full-time)
- Romola Hollywood, Project Officer – Communications (full-time)
- Helena Hyssett, Project Officer – Business Solutions (full-time)
- Kathy Whalan, Project Officer – Conference (part-time)
- Shauna Fayers, Project Officer (temporary part-time)
- Gill Hennessy, Administration Officer (part-time)

Acknowledgments

CCSA would like to thank the following government departments for their financial support for projects during 2006:

- NSW Department of Community Services (DoCS)
- Department of Families, Community Services and Indigenous Affairs (FaSCIA)

CCSA also gratefully acknowledges the ongoing financial support offered by our sponsor, Altiora Insurance Solutions Pty Ltd (formerly Aradlay Insurance Brokers Pty Ltd).

CCSA also acknowledges the ongoing support of our members.

Financial Position 2006

Country Children's Services Association of NSW Inc.		
BALANCE SHEET		
	As at 31 December 2006	As at 31 December 2005
	\$	\$
Assets		
Current Assets		
Cash on Hand	43,761	52,866
Investments	271,448	209,544
Accounts Receivable	38,937	6,216
Total Current Assets	354,146	268,626
Property & Equipment		
Furniture and Fittings	11,770	12,220
Plant and Equipment	19,164	15,190
Motor Vehicles	16,746	21,608
Total Property & Equipment	47,680	49,018
Total Assets	401,826	317,644
Liabilities		
Current Liabilities		
Grants in Advance	11,769	13,506
Pre-Paid Subscriptions	181,453	138,663
Donations Held	12,812	
Other Liabilities	9,992	6,524
Total Current Liabilities	216,026	158,693
Provisions		
Provision for Fringe Benefits Tax	890	1,055
Provision for Long Service Leave	18,151	14,792
Other provisions	16,000	8,500
Total Provisions	35,041	24,347
Goods and Services Tax Liabilities		
Total GST Liabilities	4,403	3,283
Total Liabilities	255,470	186,323
Net Assets	146,356	131,321
Equity		
Retained Earnings	131,321	62,450
Current Year Earnings	15,035	68,871
Total Equity	146,356	131,321

Benefits of membership

CCSA has been supporting children's services for more than 35 years. Today, it is the largest peak organisation for children's services in NSW. With nearly 600 member services, CCSA is a powerful voice for children's services in NSW.

Membership of CCSA gives you access to user-friendly management information and support that is designed for the children's services sector. Being a member of CCSA helps your service meet its legal, financial and employment responsibilities.

As a member of CCSA, you can also minimise your isolation and stay in touch with what's happening across the sector.

CCSA supports the management of all children's services:

- preschools
- long day care
- occasional care
- multipurpose centres
- mobiles
- family day care
- out of school hours care
- early intervention and outreach services.

CCSA membership is open to community-based and private children's services and members come from metropolitan, regional and remote areas of NSW.

Membership support services include:

- Management Infoline
- Plain English guides to awards / NAPSAs
- Award / NAPSA updates
- Handbook: *Managing Children's Services*
- Newsletter: *Early Childhood News*
- Representation and advocacy for children's services
- Free 'positions vacant' advertising.

Members also receive:

- discounts on training and consultancy
- discounts on CCSA's Annual Conference
- discounts for merchant banking facilities
- access to CCSA's new bookkeeping and payroll service - Business Solutions.

To become a member of CCSA, call us on 02 4782 1470 or go to our website at www.ccsa-nsw.asn.au