

STAFFING

QUALITY AREA 4 | VERSION 1.2

AUTHORISATION



This policy was adopted by the approved provider of Greenbrook Kindergarten on 28th August 2025.

REVIEW DATE: August 2028

PURPOSE

This policy will provide guidelines for engaging staff at Greenbrook Kindergarten, including:

- employing sufficient numbers of educators to meet legislative, policy and service standards
- employing educators with qualifications and experience that meet legislative, policy and service standards
- providing appropriate supervision and support to staff and other adults at the service
- complying with legislation relating to Early Childhood Workforce Register, Working with Children (WWC) Check, Victorian Institute of Teaching (VIT) registration and meeting Child Safe Standards and The National Model Code.

This policy should be read in conjunction with the following service policies:

- Child Safe Environment and Wellbeing
- Code of Conduct
- Safe Use of Digital Technologies and Online Environments
- Determining Responsible Person
- Participation of Volunteers and Students



POLICY STATEMENT

VALUES

Greenbrook Kindergarten is committed to:

- ensuring that the health, safety and wellbeing of children at the service is protected at all times while also promoting their learning and development
- fulfilling a duty of care to all children attending the service
- providing accountable and effective staffing and management practices
- employing educators with a range of relevant qualifications and experience to provide a quality educational program that meets the needs of children and families in the community
- employing educators according to legislation and funding requirements
- complying with relevant industrial agreements and current legislation in relation to the employment of staff, including the [Equal Opportunity Act 2010](#), [Fair Work Act 2009](#) and the [Worker Screening Act 2020](#)
- continuity of educators at the service
- the further development of staff.

SCOPE

This policy applies to the approved provider, persons with management or control, nominated supervisor, persons in day-to-day charge, early childhood teachers, educators, staff, students, volunteers, parents/guardians, children, and others attending the programs and activities of Greenbrook Kindergarten, including during offsite excursions and activities.

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RESPONSIBILITIES	Approved provider and persons with management or control	Nominated supervisor and persons in day-to-day charge	Early childhood teacher, educators and all other staff	Parents/guardians	Contractors, volunteers and students
R indicates legislation requirement, and should not be deleted					
1. Ensuring that obligations under the <i>Education and Care Services National Law and National Regulations</i> are met in relation to staffing arrangements	R	R			
2. Ensuring that quality staffing practices are in place in line with the <i>National Quality Standard</i> , especially Quality Area 4 – Staffing arrangements	R	R			
3. Complying with the service’s <i>Code of Conduct Policy</i> at all times	√	√	√		√
4. Complying with the service’s <i>Safe Use of Digital Technologies and Online Environments</i> policy at all times	√	√	√	√	√
5. Complying with the service’s <i>Child Safe Environment and Wellbeing</i> policy at all times including the Child Safety Code of Conduct.	√	√	√	√	√
6. Complying with Greenbrook Kindergarten’s obligations regarding the practices and expectations within the National Model Code (Refer to attachment) and understanding the consequences of breaching these.	√	√	√	√	√
7. Ensuring that all educators, staff, volunteers and students are familiar with Early Childhood Australia’s Code of Ethics	√	√	√		√
8. Ensuring that the environment is free from the use of tobacco, vaping, illicit drugs and alcohol, and the nominated supervisor, educators, staff, volunteers and students are not affected by alcohol or drugs (including prescription medication).	R	√	√		√
9. Appointing nominated supervisor (<i>refer to Definitions</i>) who are aged 18 years or older, fit and proper and have suitable skills, as required under the <i>National Law, Section 161 (refer to Determining Responsible Person Policy) (Regulations 117C)</i>	R	R			
10. Ensuring the nominated person completes and signs a Compliance history statement template and a Prohibition notice declaration template (<i>refer to Sources</i>)	R	√	√		√
11. Ensuring that there is a nominated supervisor or person in day-to-day charge (<i>refer to Definitions</i> and <i>Determining Responsible Person Policy</i>) on the premises at all times the service is in operation (<i>National Law: Section 162, Regulation 117A, 117B</i>)	R	R			
12. Ensuring that the nominated supervisor and person in day-to-day charge are aware of the existence and application of current	R	√	√		√

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child protection law and their obligations under the law and have completed any jurisdictional requirements for child protection training					
13. Developing rosters in accordance with the availability of responsible persons, staff qualifications, hours of operation and the attendance patterns of children	√	√			
14. Ensuring that the name of each nominated supervisor of the service is displayed and easily visible from the main entrance of the service (<i>National Law: Section 172, Regulation 173</i>)	R	√			
15. Notifying the DE in writing about a new nominated supervisor and if the details of the nominated supervisor change	R	√			
16. Ensuring that children being educated and cared for by the service are adequately supervised (<i>refer to Definitions and Supervision of Children Policy</i>) at all times they are in the care of that service (<i>National Law: Section 165(1)</i>)	R	R	√		√
17. Complying with the legislated educator-to-child ratios at all times (<i>National Law: Sections 169, National Regulations: Regulations 122, 123, 357</i>)	R	R			
18. Ensuring that all staffing meets the requirements of <i>The Kindergarten Funding Guide (refer to Sources)</i> at all times the service is in operation	R	√			
19. Complying with relevant industrial agreement and current legislation relating to the employment of staff, including the <i>Equal Opportunity Act 2010, Fair Work Act 2009, Occupational Health and Safety Act 2004 and the Worker Screening Act 2020</i>	R	√			
20. Following the guidelines for the recruitment, selection and ongoing management of staff as outlined in the <i>Child Safe Environment and Wellbeing Policy</i>	R	√			
21. Completing the Workforce Register (<i>refer to Sources</i>) in Arrival to capture information about all relevant employees at the service (including all current full time, part time and casual) who have direct contact with children as part of their usual duties.	R	R			
22. Employing the relevant number of appropriately-qualified educators (<i>refer to Definitions</i>) with ACECQA approved qualifications (<i>refer to Background and Sources</i>) (<i>Regulations 126</i>)	R	√			
23. Employing additional staff, as required, to assist in the provision of a quality early childhood education and care program	R				
24. Ensuring that early childhood teachers, educators and other staff undertake appropriate induction following their appointment to the service	R	√			
25. Ensuring an early childhood teacher (<i>refer to Definitions</i>) is working with the service for the required period of time specified in the <i>Regulations 130 - 135</i> , and that, where required, a record is kept of this work (<i>Regulations 152, 363</i>)	R	√			
26. Maintaining a record of early childhood teachers and educators working directly with children in accordance with <i>Regulation 151</i>	R	√			

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27. Appointing an appropriately-qualified and experienced educator to be the educational leader (<i>refer to Definitions</i>), and ensuring this is documented on the staff record (<i>Regulations 118, 148</i>)	R	√			
28. Ensuring that educators and other staff are provided with a current position description that relates to their role at the service	√	√			
29. Ensuring all early childhood teachers have a Victorian Institute of Teaching (VIT) certificate of registration.	R				
30. Maintaining a staff record (<i>refer to Definitions and Sources</i>) in accordance with <i>Regulation 145</i> , including information about the responsible person, nominated supervisor, the educational leader, other staff members, volunteers and students. Details that must be recorded include qualifications, training, <i>Working with Children Clearance</i> as set out in <i>Regulations 146–152</i> .	R	√			
31. Complying with the requirements of the <i>Worker Screening Act 2020</i> , and ensuring that the nominated supervisor, educators, staff, volunteers and students the service have a current WWC Clearance (<i>refer to Definitions</i>) or a Victorian Institute of Teaching (VIT) certificate of registration (applicable to ECT only)	R	√			
32. Confirming the WWC Clearance or confirming VIT registration (applicable to ECT only) of all staff prior to their being engaged or employed as a staff member at the service	R	√			
33. Confirming the WWC Clearance of all volunteers prior to their being permitted to be a volunteer at the service	R	√			
34. Ensuring that a register of the WWC Clearance or VIT registrations is maintained, and the details kept on each staff record (<i>Regulations 145, 146, 147, 149</i>)	R	√	√		√
35. Determining who will cover the costs of WWC Clearance or criminal history record checks (<i>refer to Definitions</i>)	√	√			
36. Ensuring that volunteers/students and parents/guardians are adequately supervised at all times when participating at the service, and that the health, safety and wellbeing of children at the service is protected (<i>refer to Participation of Volunteers and Students Policy</i>)	R	R			
37. Ensuring educators who are under 18 years of age are not left to work alone, and are adequately supervised at the service (<i>Regulation 120</i>)	R	√	√		√
38. Ensuring that there is at least one educator with current (within the previous 3 years) approved first aid qualifications, anaphylaxis management training and emergency asthma management training (<i>refer to Definitions</i>) in attendance and immediately available at all times that children are being educated and cared for by the service. Details of qualifications and training must be kept on the staff record (<i>Regulations 136,</i>	R	√			

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145)					
Note: this is a minimum requirement. As a demonstration of duty of care and best practice, ELAA recommends that all early childhood educators have current approved first aid qualifications and anaphylaxis management training and emergency asthma management training.					
39. Developing procedures to ensure that approved first aid qualifications, anaphylaxis management training and emergency asthma management training are evaluated regularly, and that staff are provided with the opportunity to update their qualifications prior to expiry	✓	✓			
40. Ensuring that staff records (<i>refer to Definitions and Sources</i>) and a record of ECT and educators working directly with children (<i>refer to Definitions</i>) are updated annually, as new information is provided or when rostered hours of work are changed (<i>Regulations 145–151</i>)	R	✓			
41. Ensuring that annual performance reviews of the nominated supervisor, early childhood teachers, educators and other staff are undertaken as per the <i>National Quality Framework 7.2.3</i>	R	✓			
42. Reviewing staff qualifications as required under current legislation and funding requirements on an annual basis	✓	✓			
43. Ensuring that the nominated supervisor, early childhood teachers, educators and other staff, volunteers and students are not affected by alcohol or drugs (including prescription medication) that would impair their capacity to supervise or provide education and care to children (<i>Regulation 83</i>) (<i>refer to Tobacco, Alcohol, E-cigarettes, Vaping and other Drugs Policy</i>)	R	R			
44. Ensuring that nominated supervisor, early childhood teachers, educators meet their responsibilities relating to educational programs; supervision and safety of children; entry to and exit from premises; nutrition and food and beverages; administration of medication; sleep and rest; excursions and transportation; staffing ratios and qualifications	R	✓	✓		✓
45. Ensuring that all early childhood teachers, educators and staff have opportunities to undertake professional development relevant to their role as per the National Quality Framework	R	✓			
46. Ensuring that the nominated supervisor, early childhood teachers and educators/staff are advised and aware of current child protection laws and any obligations that they may have under these laws (<i>Regulation 84</i>) (<i>refer to the Child Safe Environment and Wellbeing Policy</i>)	R	✓			
47. Informing parents/guardians of the name/s of casual or relief staff where the regular educator is absent	✓	✓			
48. Developing and maintaining a list of casual and relief staff to ensure consistency of service provision	✓	✓			
49. Ensuring that the procedures for the appointment of casual and relief staff are compliant with all regulatory and funding requirements.	✓	✓			

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BACKGROUND AND LEGISLATION

BACKGROUND

High quality services with qualified, skilled and supported educators have a long-term positive impact on the trajectory of children's lives. Minimum qualification requirements are specified in legislation for all educators working in early childhood education and care services. Eligibility for services to receive funding also includes requirements for staff to hold specific qualifications (*The Kindergarten Funding Guide – refer to Sources*).

A current list of approved qualifications is available on the Australian Children's Education and Care Quality Authority (ACECQA) website (*refer to Sources*). Applications can also be made to ACECQA to determine if other qualifications (such as those gained overseas) entitle the individual to work as an early childhood teacher, diploma-level educator or certificate III level educator.

In addition, there are legislative requirements that there is at least one educator who holds current (within the previous 3 years) approved first aid qualifications, anaphylaxis management training and emergency asthma management training to be in attendance and immediately available at all times that children are being educated and cared for by the service. These qualifications must be updated as required, and a copy of the qualifications must be kept on an individual's staff record. As a demonstration of duty of care and best practice, ELAA recommends all educators have current approved first aid qualifications, anaphylaxis management training and emergency asthma management training.

Opportunities for professional development are crucial for all educators to ensure that their work practice remains current and aligned to the practices and principles of the national *Early Years Learning Framework* (EYLF) and the *Victorian Early Years Learning and Development Framework* (VEYLDF) (*refer to Sources*).

Staff are required to actively supervise children at all times when children are in attendance at the service (*refer to Supervision of Children Policy*). To facilitate this, services are required to comply with legislated educator-to-child ratios at all times, which are based on the qualifications of the educators, and the ages and number of children at the service. Only those educators working directly with children (*refer to Definitions*) can be counted in the ratio.

All educators and staff are required by law to have a current WWC Clearance or be registered with the VIT (*refer to Definitions*). It is also recommended that the nominated supervisor and staff with financial responsibilities also have a criminal history record check (*refer to Definitions and Sources*).

Child Safe Standard organisations are required to have policies and procedures in place for the recruitment and pre-employment screening, supervision, appropriate induction, and ongoing supervision and people management is focused on child safety and wellbeing (*refer to Child Safe Environment and Wellbeing Policy*).

LEGISLATION AND STANDARDS

Relevant legislation and standards include but are not limited to:

- Child Safe Standards
- Education and Care Services National Law Act 2010
- Education and Care Services National Regulations 2011
- Education and Training Reform Act 2006 (Vic) (amended in 2014)
- Equal Opportunity Act 2010 (Vic)
- Fair Work Act 2009
- National Quality Standard, Quality Area 4: Staffing Arrangements
- Privacy Act 1988 (Cth)
- Privacy and Data Protection Act 2014 (Vic)
- Worker Screening Act 2020

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- Worker Screening Regulations 2021 (Vic)

The most current amendments to listed legislation can be found at:

- Victorian Legislation – Victorian Law Today: www.legislation.vic.gov.au
- Commonwealth Legislation – Federal Register of Legislation: www.legislation.gov.au



DEFINITIONS

The terms defined in this section relate specifically to this policy. For regularly used terms e.g. Approved provider, Nominated supervisor, Notifiable complaints, Serious incidents, Duty of care, etc. refer to the Definitions file of the PolicyWorks catalogue.

Criminal history record check: A full-disclosure, Australia-wide criminal history record check issued by Victoria Police (refer to Sources), or by a police force or other authority of a state or territory, or the Commonwealth. It may also be referred to as a National Police Certificate or Police Records Check.

Suitably qualified person – long day-care only: An individual who is ‘actively working towards’ (see Regulation 10 of the National Regulations) an approved early childhood teaching qualification AND has completed at least 50 per cent of the qualification or holds an approved early childhood education and care diploma OR An individual who is registered as a primary or secondary school teacher in Australia AND holds an ACECQA approved early childhood education and care diploma (or higher approved qualification)



SOURCES AND RELATED POLICIES

SOURCES

- A sample staff record is available on the ACECQA website: www.acecqa.gov.au
- Australian Children’s Education and Care Quality Authority (ACECQA): www.acecqa.gov.au
- ACECQA, Compliance history statement template and a Prohibition notice declaration template (acecqa.gov.au/resources/applications/sample-forms-and-templates)
- Department of Education, The Kindergarten Funding Guide: <https://www.vic.gov.au/kindergarten-funding-guide>
- Department of Education: [Early Childhood Workforce Register](#)
- ELAA’s Employee Management and Development Resource: developed to support early learning services in the ongoing management and development of their employees at: <https://elaa.org.au/resources/free-resources/employee-management-development-resource/>
- The Commission for Children and Young People, A Guide for Creating a Child Safe Organisation: <https://ccyp.vic.gov.au/resources/child-safe-standards/>
- The Early Years Learning Framework for Australia: Belonging, Being, Becoming: www.acecqa.gov.au
- Victoria Police – National Police Record Check: www.police.vic.gov.au
- Victorian Early Years Learning and Development Framework: www.acecqa.gov.au
- Working with Children Check unit, Department of Justice and Regulation – provides details of how to obtain a WWC Check: www.workingwithchildren.vic.gov.au

RELATED POLICIES

- Administration of First Aid
- Anaphylaxis and Allergic Reactions
- Asthma Management
- Child Safe Environment and Wellbeing
- Code of Conduct

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- Compliments and Complaints
- Educational Program
- Delivery and Collection of Children
- Determining Responsible Person
- Inclusion and Equity
- Interactions with Children
- Participation of Volunteers and Students
- Privacy and Confidentiality
- Supervision of Children
- Tobacco, E-Cigarettes, Vaping, Alcohol and Other Drugs

EVALUATION



In order to assess whether the values and purposes of the policy have been achieved, the approved provider will:

- regularly check staff records to ensure WWC Clearance and qualifications are current and complete
- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service's policy review cycle, or as required
- notifying all stakeholders affected by this policy at least 14 days before making any significant changes to this policy or its procedures, unless a lesser period is necessary due to risk ([Regulation 172 \(2\)](#)).



ATTACHMENTS

- Attachment 1. Greenbrook Kindergarten Obligations Under The National Model Code

ATTACHMENT 1. GREENBROOK KINDERGARTEN OBLIGATIONS UNDER THE NATIONAL MODEL CODE

The Model Code & Personal Device Restrictions at Greenbrook Kindergarten Expectations, Practices and Approaches

National Model Code

Greenbrook Kindergarten adopted the National Model Code on the 3rd September 2024. In doing so, we are taking steps towards enhancing a child safe environment around the use of personal devices. This will help manage risks to child safety that continue to evolve alongside technology advancements. It also supports educators to adopt child safe practices when taking, sharing and storing images of children.

Images & videos used for children's documentation

At times our educators and teachers may intentionally take or record images or videos of children within the program and place them on children's Story Park profiles. This can be an effective way to document and communicate with families and carers about their child's learning, and their participation in experiences.

Without a clear purpose, recording and sharing images and videos through overly frequent updates can take the place of providing more meaningful information to families and carers. This can also impact educators' and teacher's abilities to effectively supervise, interact and engage with children in their learning. Each term families will be provided with some photograph or video content relating to their child's learning, but please note this will not be a daily occurrence.

In Compliance with the National Model Code Greenbrook Kindergarten will ensure that:

- only service-issued electronic devices are used when taking images or videos of children
- personal electronic devices that can take images or videos, and personal storage and file transfer media, **(see list below)** are not in the possession of any person while providing education and care and working with children, **except for limited essential purposes (see below)**
- strict controls in place for the appropriate storage and retention of images and videos of children
- service policies and procedures required under regulation 168 of the Education and Care Services National Regulations (National Regulations) and regulation 112 of the Children's Services Regulations must be updated so they align with the National Model Code

Restricted Personal Electronic Devices

The restricted devices under the National Model Code are:

- personal devices that can take images or videos and
- personal storage and file transfer media.

For example:

- phones
- tablets
- digital cameras
- smart watches with camera/recording functionality
- wearables, such as camera glasses
- SD cards
- USB drive
- hard drives.

Who the restrictions apply to

These restrictions apply to any person who is providing education and care and working directly with children, including:

- teachers and educators, including casual and agency staff
- students attending the service as part of a practicum and representatives of tertiary providers who attend the service to assess students
- volunteers, including parent volunteers
- any third parties delivering programs or incursion activities to children in a service, whether paid or unpaid
- allied health and inclusion professionals attending a service to observe, assess or work with a child at the service(see note below for exceptions)
- mentors or coaches attending the service to support teachers or educators working with children or providing education and care
- preschool field officers
- primary school teachers attending a service as part of a school transition program.

Allied Health & Inclusion Professionals

If a third-party professional attending a service and working directly with children (such as an allied health or inclusion professional) needs to use a device (for example, to undertake an assessment or take notes) they can use a device that is:

- issued by their business or institution; and
- used only for work purposes (and not personal use).

Facilitating the use of service issued devices

We may at times be able to consider facilitating the use of a service-issued device where

- a student attending the service as part of a practicum; or
- a visiting allied health or inclusion professional needs to take images or videos but has no business or institution-issued device.

Exceptions to the restrictions

The National Model Code lists the following **essential purposes** for which the use or possession of a personal devices may be authorised where access does not impede the active supervision of children:

- **communication in an emergency situation to ensure safety**
 - involving a lost child, injury to child or staff member, or other serious incident
 - in the case of a lockdown or evacuation of the service premises
- **personal health requirements**
 - for example, heart or blood sugar level monitoring
- **disability**
 - for example, where a personal electronic device is an essential means of communication for an educator or other staff member
- **family necessity**
 - for example, an early childhood staff member with an ill family member
- **technology failure**
 - for example, when a temporary outage of service-issued electronic devices has occurred
- during a local emergency event to receive emergency notifications. This could include government warning systems such as a bushfire evacuation text notification.

Documentation required for essential purposes authorisations

All authorisations must be documented by the approved provider:

- Authorisations must be made in writing in advance where possible.
- Approved providers must create and maintain suitable logs or registers for recording:
 - authorisations made in writing in advance, and
 - retrospectively, authorisations made through another means where written authorisation is not possible (for example, in an emergency situation).
- The logs or registers should be stored securely. All documentation should be available at the service for authorised officers to inspect.

Who the restrictions do not apply to

The restrictions do not apply to people who are not providing education and care and not working directly with children.

This includes:

- parents and carers attending the service to drop off or pick up their child
- Victorian Regulatory Authority Authorised Officers
- police
- officers of other regulators, such as environmental health officers
- third parties who are attending the service but are not working with children or providing education or care (for example, maintenance contractors).

Broader child safe policies and procedures and supervision requirements continue to apply in these examples.

When Personal Devices Can be used

Personal devices can be accessible to teachers, educators and other staff when they are not providing education and care or working directly with children.

Examples could include:

- while taking a scheduled break from work, such as a lunch or tea break
- during planning time
- during administrative activities.

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As per our Safe Use of Digital Technologies and Online Environments Policy, the Greenbrook Committee of Management requires that families:

- Do not use their personal devices to record images of their child / children at any time within the kindergarten environment. This includes at drop off and pick up time or while remaining at the kindergarten for any length of time.
- Refrain from using their mobile phones or tablet devices in the bathroom area of Greenbrook Kindergarten
- be mindful of the use of phones whilst on the kindergarten grounds. If you are taking a personal or work call, please wait outside the gate until your call has finished.
- Do not take photos or videos of children in the kindergarten other than your own child, unless permission from the child/ren's parents is given
- Refrain from entering the bathroom area if you can see that a child is being changed / having their nappy changed. In this instance they must speak with a staff member to assist their child if they need to enter the bathroom / bag area.

Induction Procedures:

- Induction with the nominated Supervisor / Child Safety Officer must be completed. (Refer to induction checklists)
- Readings and training have been completed as per the Child Safe Standards Training Register

Devices that staff use for taking, sending and storing images are:

- distinctly branded with an identification code
- are password protected
- are stored securely / locked away when not being used

Storage and retention of photographs / video images:

Images and Videos are stored on the computers, ICLOUD, Onedrive , the kindergarten hard drive and Story Park Profiles. They are all password protected. When the photographs / videos are no longer being used, they will be stored securely at the service as per Regulation 177. All photographs and videos will be stored for the duration of the child's enrolment and then destroyed / deleted from storage, with the exception of photos and videos used for documentation and assessment within Storypark profiles which are required to be archived for the set 3 year period as per Regulation 183 (2) (d)

The National Model Code Related Policies

- Child Safe environment and Wellbeing
- Staffing
- Participation of Students and Volunteers
- Staff Recruitment
- Interactions with Children
- Code of Conduct
- Safe Use of Digital Technologies and Online Environments
- Incident, Injury, trauma and Illness
- Governance and Management of the service
- Determining Responsible Person
- Mental Health and Wellbeing

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