



## Child care

### **It is the policy of the Australian Nursing and Midwifery Federation that:**

1. Employers should provide employees and prospective employees with information about child care options and should seriously consider the significant advantages in providing workplace child care.
2. The provision of child care must be equitable, accessible, affordable, and responsive to the needs of families, including dual and single parent families.
3. Parents should be able to choose from a range of community and work based child care facilities.
4. Together with family friendly employment arrangements, the provision of child care enhances opportunities for parents to participate in the workforce, and is particularly important in promoting equal opportunity for women in society.
5. Child care must:
  - cater for the social, emotional, psychological, physical and educational development of children;
  - be responsive to the cultural and language backgrounds of the children;
  - comply with the legislation, regulations and standards in the relevant State and Territory; and
  - be planned in such a way as to be well integrated with other child and family support services in the area.
6. Child care services should be available that meet the specific needs of working parents, including:
  - occasional care, including vacation care;
  - before and after school care;
  - a 24 hour 7 days a week service to meet the needs of parents who work shift work;
  - provision for women to continue breast feeding; and
  - sufficient numbers of child care places at a level adequate to meet demand.
7. Mechanisms should be available to assist parents with the cost of child care.
8. Work based child care facilities should:
  - have a participatory management structure and decision making processes which involve equal representation of parents, child care workers, union representatives and employer representatives; and
  - allow parent(s) who are no longer employed in the workplace to retain their child's place in the child care facility for a reasonable period, should this be required.



9. The provision of child care should not result in discriminatory work practices for workers who are not parents or who do not have children in child care, for example discriminatory rostering.
10. Child care workers must have the necessary qualifications and be appropriately remunerated, including penalty rate payments in recognition for the valuable service they provide.
11. All new health and aged care facilities and those being developed, whether public or private, must be required to incorporate work based child care facilities in their plans.

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