



Child care

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

1. Family friendly employment arrangements and the provision of child care enhances opportunities for parents and caregivers to participate in the workforce. It is particularly important in promoting equal opportunity for all in society.
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 and caregivers should be able to choose from a range of community and work based child care facilities.
4. Employees who access child care services or informal caring arrangements in order to meet their work and family responsibilities must not be disadvantaged or discriminated against in their employment.
5. The role of informal carers, such as grandparents and extended family in the provision of child care, should be recognised by employers. This should include extending access to family friendly work arrangements to informal carers and accommodating their commitments in rostering arrangements.
6. Child care must:
 - a) cater for the social, emotional, psychological, physical and educational development of children in a safe environment;
 - b) be responsive to the cultural and language backgrounds of the children;
 - c) comply with the legislation, regulations and standards in the relevant State and Territory; and
 - d) be planned in such a way as to be well integrated with other child and family support services in the area.
7. Child care services should be available that meet the specific needs of working parents, including:
 - a) occasional care, including vacation care;
 - b) before and after school care;
 - c) a 24 hour 7 days a week service to meet the needs of parents who work shift work;
 - d) provision for women to continue breast feeding; and
 - e) sufficient numbers of child care places at a level adequate to meet demand.
8. Subsidies should be available to assist eligible parents, particularly those required to do shift work, with the cost of child care.



9. Employers should seriously consider the significant advantages of providing workplace childcare.

Work based child care facilities should:

- a) have a participatory management structure and decision making processes which involve equal representation of parents, child care workers, union representatives and employer representatives; and
 - b) 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.
10. 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.
 11. Child care workers must have the necessary qualifications and be appropriately remunerated, including penalty rate payments in recognition for the valuable service they provide.
 12. All new health and aged care facilities and those being developed, whether public or private, should consider incorporating work-based child care facilities in their plans.

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