

4 Workers

All child care censuses have collected some information about the workers in Commonwealth-supported long day care services. The term 'workers' as used here includes paid and unpaid workers in long day care centres and family day care coordination units, and family day care providers. This chapter looks at various characteristics of these workers including age ('junior' or 'senior'), cultural background (Indigenous or 'culturally diverse'), employment characteristics (employment status, hours worked and type of work performed), qualifications and whether or not they had undertaken in-service training in the past 12 months.

4.1 Workers per service provider

Data on the average number of workers per long day care centre for 1999 are shown in Table 4.1. Although the average number of workers per centre was slightly higher for community-based centres (13) than private-for-profit and 'other' centres (10 and 11 respectively), the distributions were somewhat different. For instance, the proportion of private-for-profit centres with fewer than 10 workers was more than twice that for community-based long day care centres (59% compared with 23%). There were also some variations in the average number of workers per centre across the States and Territories, particularly for private-for-profit centres. The average numbers of workers per private-for-profit centre ranged from 7 in New South Wales to 14 in the Australian Capital Territory – 78% of centres in New South Wales had fewer than 10 workers per centre compared with 26% in the Australian Capital Territory.

There are probably three main reasons for the variations in the number of workers per long day care centre – differences in the size of centres; differences in the proportions of workers who are part-time and full-time; and differences in the State and Territory licensing regulations regarding staff-child ratios.

Table 4.1: Number of staff per long day care centre, by type of centre and State/Territory, 1999 (per cent)

Type of centre/ Number of staff per centre	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based									
< 5	1	0	1	4	0	3	0	0	1
5–9	19	23	23	30	29	23	20	21	22
10–14	50	47	29	46	34	26	50	68	44
15–19	23	23	30	15	29	26	23	11	24
20+	7	6	17	5	8	23	7	0	9
Total	100	100	100	100	100	100	100	100	100
<i>Average number of staff per centre</i>	13	13	14	12	13	15	13	12	13
Total (n)	382	253	141	74	86	31	30	19	1,016
Private-for-profit									
< 5	21	3	3	11	3	13	5	14	12
5–9	57	49	33	45	28	50	21	57	47
10–14	16	16	41	36	42	25	21	29	26
15–19	5	23	18	7	24	6	37	0	12
20+	1	9	5	1	3	6	16	0	4
Total	100	100	100	100	100	100	100	100	100
<i>Average number of staff per centre</i>	7	12	11	9	12	10	14	8	10
Total (n)	984	301	630	211	67	16	19	7	2,235
'Other'									
< 5	4	3	3	13	13	17	0	0	4
5–9	37	30	7	40	44	17	45	31	33
10–14	34	49	30	40	25	17	15	15	35
15–19	18	14	43	7	13	33	20	15	20
20+	7	4	17	0	6	17	20	0	8
Total	100	100	100	100	100	100	100	100	100
<i>Average number of staff per centre</i>	11	11	15	10	10	10	15	13	11
Total (n)	110	77	30	15	16	6	20	8	282

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

In 1999, Australia-wide, most family day care coordination units had fewer than 10 workers (93%) with an average of 5 workers per scheme. The average number of family day care coordination unit staff per scheme varied considerably across the States and Territories, ranging from 3 in the Northern Territory to 11 in South Australia. Five of the six schemes in the Northern Territory (83%) had fewer than 5 workers in their coordination units, while half of the schemes in South Australia had 10 or more (Table 4.2).

Across Australia, there was an average of 44 family day care providers per scheme, although this ranged from 26 in the Northern Territory to 117 in South Australia. Three-quarters of the schemes in South Australia had 60 or more providers compared with 1 of the 6 schemes in the Northern Territory. These findings are consistent with the data on the relative size of schemes in these two jurisdictions – as measured by the number of places (see Chapter 2).

Table 4.2: Number of staff per family day care scheme by type of worker and State/Territory, 1999 (per cent)

Type of worker	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Coordination unit staff									
< 5	36	51	63	40	17	9	29	83	46
5–9	58	46	36	50	33	82	29	17	47
10+	6	3	1	10	50	9	43	0	7
Total	100	100	100	100	100	100	100	100	100
<i>Average number of unit staff per scheme</i>	6	4	4	6	11	6	9	3	5
Total (n)	102	71	84	20	12	11	7	6	313
Family day care providers									
< 20	25	14	25	10	17	9	14	50	21
20–39	32	23	40	35	0	27	29	17	31
40–59	30	25	29	35	8	55	14	17	28
60+	12	38	6	20	75	9	43	17	20
Total	100	100	100	100	100	100	100	100	100
<i>Average number of providers per scheme</i>	37	52	34	43	117	48	73	26	44
Total (n)	102	71	84	20	12	11	7	6	313

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

4.2 Workers by age

Although specific information on the age of workers is not collected in the census, a question is included for long day care centres as to whether a worker is 'junior' or 'senior'. 'Junior' staff are defined as those aged under 18, and 'senior' staff are those 18 years or older. These two categories are recognised in the licensing regulations in some States and Territories, with the regulations explicitly stating a required ratio of junior to senior staff. In the other jurisdictions, legislative regulations regarding the ratio of qualified to unqualified staff effectively limit the numbers of 'juniors' that can be employed, since it is likely that only a small proportion of junior staff would hold qualifications.

The Child Care Censuses did not collect information on this characteristic (age by senior/junior categories) for workers in family day care. This is presumably because it is assumed that all family day care providers are at least 18 years of age, as specified in the family day care national standards (CSWM 1995:38).

In each of the census years, most staff in long day care centres were 'senior'. Between 1991 and 1999, the proportion of workers in private-for-profit centres who were 'senior' increased markedly, from 85% to 93% (Table 4.3). By 1999, junior staff accounted for only 7% of workers in private-for-profit centres and 3% in community-based and 'other' centres.

Table 4.3: Workers in long day care centres, by age category and type of centre, 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of centre	Age category	1991	1992	1993	1995	1997	1999
Community-based	Senior	95	94	93	95	94	97
	Junior	5	6	7	5	6	3
	Total	100	100	100	100	100	100
Total (n)		12,344	12,591	13,983	14,541	13,892	13,182
Private-for-profit	Senior	85	87	88	91	91	93
	Junior	15	13	12	9	9	7
	Total	100	100	100	100	100	100
Total (n)		6,053	7,967	10,575	17,736	22,242	22,314
'Other'	Senior	96	94	94	94	95	97
	Junior	4	6	6	6	5	3
	Total	100	100	100	100	100	100
Total (n)		1,371	1,787	2,027	3,090	3,386	3,339

Note: Age is classified as 'senior' for staff age 18 years and over, and 'junior' for staff under 18 years.

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

There was some variation across jurisdictions in the proportions of workers classified as 'senior/junior' (Table 4.4). The proportion of workers in long day care centres in Western Australia who were 'junior' was considerably higher than in other jurisdictions, while in the Northern Territory almost all workers were 'senior'. In private-for-profit centres, for instance, 17% of staff in Western Australia were 'junior' compared with 2% in the Northern Territory.

Table 4.4: Workers in long day care centres, by age category, type of centre and State/Territory, 1999 (per cent)

Type of centre	Age category	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based	Senior	98	98	95	94	99	95	98	99	97
	Junior	2	2	5	6	1	5	2	1	3
	Total	100	100	100	100	100	100	100	100	100
Total (n)		4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit	Senior	97	93	93	83	96	93	96	98	93
	Junior	3	7	7	17	4	7	4	2	7
	Total	100	100	100	100	100	100	100	100	100
Total (n)		7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other'	Senior	99	98	96	89	95	98	97	100	97
	Junior	1	2	4	11	5	2	3	0	3
	Total	100	100	100	100	100	100	100	100	100
Total (n)		1,251	882	461	146	165	91	254	89	3,339

Note: Age is classified as 'senior' for staff age 18 years and over, and 'junior' for staff under 18 years.

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

4.3 Cultural background

Another personal characteristic of child care workers that is collected in the census is the 'cultural background' of the worker, i.e. whether the worker is an Indigenous Australian (of Aboriginal or Torres Strait Islander background) or has a culturally diverse (non-English-speaking) background. 'Culturally diverse background' is defined in the census as 'born overseas in a country where the first language is not English'.

Over the period 1991 to 1999 the proportion of long day care workers who were Indigenous was very small – 2% or less. In 1999, 1% of workers in long day care centres and family day care coordination units were Indigenous Australians, compared with less than 0.5% of family day care providers (Table 4.5). This was similar to the proportion of children attending long day care services who were Indigenous (1%) (see Chapter 3). These are broad averages across all service providers, however, and do not necessarily mean that Indigenous workers were providing services used by Indigenous children. Additionally, there are problems in comparing these data for workers and children due to issues of identification of Indigenous status (AIHW 2000).

The proportion of long day care workers with a culturally diverse background was considerably higher than the proportion of workers who were Indigenous and varied between different types of service providers (Table 4.5). In 1999, for instance, 15% of staff in community-based centres and 14% of staff in 'other' centres had a culturally diverse background compared with 9% of those in private-for-profit centres. In family day care services, 6% of coordination unit staff had a culturally diverse background compared with 19% of family day care providers. The proportions of workers with a culturally diverse background fluctuated over the period 1991 to 1999 for most types of service providers.

The proportion of children using family day care who were identified as having a culturally diverse background was less than half that of family day care providers in all census years (see Table 3.15). There are, however, problems in comparing these data on workers and children for a number of reasons. Firstly, children from a culturally diverse background may not use services provided by workers with such a background. Secondly, even where they do use these services, the cultural background of the children may be different from that of the workers. Thirdly, the identification of cultural background for workers may be different from that for children (AIHW 2000).

Table 4.5: Long day care workers by cultural background and type of service provider, 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of service provider/ Cultural background	1991	1992	1993	1995	1997	1999
Community-based centres						
Aboriginal or Torres Strait Islander	1	2	1	1	2	1
Culturally diverse background	14	15	16	16	14	15
Neither	85	83	83	83	85	83
Total	100	100	100	100	100	100
Total (n)	12,394	12,591	13,983	14,541	13,892	13,182
Private-for-profit centres						
Aboriginal or Torres Strait Islander	1	1	1	1	1	1
Culturally diverse background	7	9	9	10	9	9
Neither	92	90	90	89	90	89
Total	100	100	100	100	100	100
Total (n)	6,012	7,976	10,575	17,736	22,242	22,314
'Other' centres						
Aboriginal or Torres Strait Islander	1	1	2	2	1	1
Culturally diverse background	14	14	13	15	13	14
Neither	85	85	85	83	85	85
Total	100	100	100	100	100	100
Total (n)	1,370	1,787	2,027	3,090	3,386	3,339
Family day care coordination unit staff						
Aboriginal or Torres Strait Islander	2	1	2	1	1	1
Culturally diverse background	7	8	9	8	7	6
Neither	92	91	89	91	92	93
Total	100	100	100	100	100	100
Total (n)	1,410	1,532	1,607	1,689	1,691	1,611
Family day care providers						
Aboriginal or Torres Strait Islander	< 0.5	< 0.5	< 0.5	< 0.5	< 0.5	< 0.5
Culturally diverse background	17	19	19	19	19	19
Neither	83	80	81	80	80	80
Total	100	100	100	100	100	100
Total (n)	13,679	14,435	15,087	14,938	13,786	12,437

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

In 1999, there was considerable variation between States and Territories in the cultural background of long day care workers (Table 4.6). These differences, to some extent, reflect the differences in the population of the jurisdictions. The proportion of all workers that were identified as Indigenous, for instance, was highest in the Northern Territory, the jurisdiction with the higher proportion of Indigenous people in the population. There was also a relatively high proportion of workers with a culturally diverse background in long day care services in the Northern Territory and in New South Wales.

Table 4.6: Long day care workers by cultural background and type of service provider by State/Territory, 1999 (per cent)

Type of service provider/ Cultural background	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
Aboriginal or Torres Strait Islander	1	0	2	1	0	1	1	3	1
Culturally diverse background	19	18	9	12	8	2	15	35	15
Neither	79	82	89	86	92	97	84	63	83
Total	100	100	100	100	100	100	100	100	100
Total (n)	4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit centres									
Aboriginal or Torres Strait Islander	2	1	2	2	< 0.5	1	1	2	1
Culturally diverse background	14	11	5	7	6	4	11	12	9
Neither	85	88	94	91	94	96	88	86	89
Total	100	100	100	100	100	100	100	100	100
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
Aboriginal or Torres Strait Islander	1	1	1	0	1	1	< 0.5	4	1
Culturally diverse background	18	12	4	9	11	4	19	28	14
Neither	81	86	95	91	88	95	81	67	85
Total	100	100	100	100	100	100	100	100	100
Total (n)	1,251	882	461	146	165	91	254	89	3,339
Family day care coordination unit staff									
Aboriginal or Torres Strait Islander	1	2	< 0.5	4	4	2	2	6	1
Culturally diverse background	9	6	1	8	3	3	10	6	6
Neither	90	93	98	88	93	95	89	88	93
Total	100	100	100	100	100	100	100	100	100
Total (n)	565	317	339	112	135	65	61	17	1,611
Family day care providers									
Aboriginal or Torres Strait Islander	< 0.5	< 0.5	1	< 0.5	< 0.5	< 0.5	1	2	< 0.5
Culturally diverse background	26	22	10	21	12	4	34	25	19
Neither	74	78	89	79	87	96	66	72	80
Total	100	100	100	100	100	100	100	100	100
Total (n)	3,505	3,284	2,639	782	1,157	466	470	134	12,437

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

4.4 Employment characteristics

Information about the working conditions of long day care workers can be obtained from a number of data items in the censuses: employment status ('paid full-time', 'paid part-time', 'paid casual', or 'unpaid'), type of work performed (direct contact with children, administrative, or other), and hours worked.

Employment status

In each of the census years from 1992, all services providers were asked to report the 'employment status' of their workers according to whether they were 'paid full-time', 'paid part-time', 'paid casual' or 'unpaid'. This information was not collected for family day care providers, given that most (but not all) of the workers are self-employed rather than the employees of the schemes (DHFS 1997:Section 14).

Over the period 1992 to 1999, most workers in long day care centres and family day care coordination units were paid workers; only a small minority were 'unpaid' – this category includes parents working as volunteers and students on work experience (Table 4.7). The proportion of workers in long day care centres who were 'paid part-time' or 'paid full-time' fell slightly between 1992 and 1999, with a corresponding increase in the proportion who were 'paid casual'. In contrast, the proportion of workers in family day care coordination units who were 'paid part-time' or 'paid full-time' increased between 1992 and 1999, from 86% to 92%, and there was a corresponding decrease in the proportion who were 'paid casual' (11% to 6%). The proportion of workers who were 'paid casual' was highest in private-for-profit centres and lowest in family day care coordination units. Family day care coordination units also had the lowest proportion of unpaid staff.

Table 4.7: Workers in long day care centres and family day care coordination units, by type of service provider and employment status, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of service provider/Employment status	1992	1993	1995	1997	1999
Community-based centres					
Paid part-time/paid full-time	72	71	71	71	68
Paid casual	20	20	22	23	24
Unpaid	9	9	7	6	8
Total	100	100	100	100	100
Total (n)	12,591	13,983	14,541	13,892	13,182
Private-for-profit centres					
Paid part-time/paid full-time	64	63	67	65	62
Paid casual	26	27	25	27	29
Unpaid	9	9	8	7	8
Total	100	100	100	100	100
Total (n)	7,967	10,575	17,736	22,242	22,314
'Other' centres					
Paid part-time/paid full-time	72	67	67	70	69
Paid casual	21	23	25	23	24
Unpaid	7	10	8	7	8
Total	100	100	100	100	100
Total (n)	1,787	2,027	3,090	3,386	3,339
Family day care coordination unit staff					
Paid part-time/paid full-time	86	89	90	90	92
Paid casual	11	7	7	7	6
Unpaid	3	4	3	3	2
Total	100	100	100	100	100
Total (n)	1,532	1,607	1,689	1,691	1,611

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

The distribution of long day care centre workers according to employment status varied between States and Territories in 1999 (Table 4.8). For instance, in New South Wales and Victoria, relatively high proportions of workers in all types of long day care centres were 'paid part-time' or 'paid full-time', and relatively low proportions were employed on a 'paid casual' basis. This was not the case in South Australia and Queensland. For example, 74% of workers in private-for-profit centres in New South Wales were 'paid part-time' or 'paid full-time' and 19% were 'paid casual', while in South Australia the corresponding proportions were 43% and 50%.

There were also variations across States and Territories in the proportions of long day care centre workers who were 'unpaid'. In Western Australia and Queensland, the proportion of workers who were unpaid tended to be relatively high, while in the Northern Territory it was very low. For example, in Western Australia 15% of workers in private-for-profit centres and 20% in 'other' centres were 'unpaid' compared with 3% in private-for-profit centres and 1% in 'other' centres in the Northern Territory.

More than 90% of family day care coordination unit staff were 'paid full-time' or 'paid part-time' in 1999, except in Tasmania (89%), Queensland (88%) and the Northern Territory (82%) (Table 4.8). In South Australia, where the State Government is the sponsor of all family day care schemes, 99% of workers were 'paid full-time' or 'paid part-time' and none were unpaid. Family day care coordination units in the Northern Territory had a relatively high proportion of 'paid casual' and 'unpaid' workers (12% and 6% respectively).

Table 4.8: Employment status of workers in long day care services and family day care units, by type of service provider and State/Territory, 1999 (per cent)

Type of service provider/ Employment status	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
Paid part-time/paid full-time	72	70	58	77	53	67	75	72	68
Paid casual	20	23	32	16	41	28	20	26	24
Unpaid	8	7	10	7	6	5	5	2	8
Total	100	100	100	100	100	100	100	100	100
Total (n)	4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit centres									
Paid part-time/paid full-time	74	72	45	66	43	55	68	61	62
Paid casual	19	22	46	19	50	37	28	36	29
Unpaid	7	6	9	15	7	8	4	3	8
Total	100	100	100	100	100	100	100	100	100
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
Paid part-time/paid full-time	72	76	55	66	40	55	72	78	69
Paid casual	21	19	33	14	51	37	22	21	24
Unpaid	7	5	12	20	9	8	6	1	8
Total	100	100	100	100	100	100	100	100	100
Total (n)	1,251	882	461	146	165	91	254	89	3,339
Family day care coordination unit staff									
Paid part-time/paid full-time	91	97	88	92	99	89	92	82	92
Paid casual	6	3	10	4	1	6	8	12	6
Unpaid	3	1	1	4	0	5	0	6	2
Total	100	100	100	100	100	100	100	100	100
Total (n)	565	317	339	112	135	65	61	17	1,611

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

Type of work

The type of work performed by workers in long day care centres – classified as 'direct contact with children', 'administrative tasks', or 'other tasks' (such as cleaning and cooking) – has also been measured in the censuses since 1992. This information was not collected for workers in family day care, because those in coordination units would, by definition, mainly be undertaking administrative and supervisory work, and the providers would mainly be working with children.

Throughout the period 1992 to 1999, most long day care centre workers (around 80%) worked directly with children, with relatively small proportions involved in administrative tasks or other tasks (Table 4.9). There were only small changes between 1992 and 1999 in the proportion of workers falling into these three categories in community-based centres, and the proportions in private-for-profit and 'other' centres were virtually unchanged.

Table 4.9: Workers in long day care centres, by type of centre and major type of work, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of centre/Major type of work	1992	1993	1995	1997	1999
Community-based centres					
Direct contact with children	79	79	79	79	81
Administrative tasks	10	10	10	11	10
Other tasks	11	11	11	10	9
Total	100	100	100	100	100
Total (n)	12,591	13,983	14,541	13,892	13,182
Private-for-profit centres					
Direct contact with children	81	81	82	81	81
Administrative tasks	10	10	10	10	10
Other tasks	9	9	9	9	9
Total	100	100	100	100	100
Total (n)	7,967	10,575	17,736	22,242	22,314
'Other'					
Direct contact with children	85	85	83	82	83
Administrative tasks	8	9	10	11	10
Other tasks	7	6	7	7	7
Total	100	100	100	100	100
Total (n)	1,787	2,027	3,090	3,386	3,339

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

In 1999 there were some differences between the State and Territories in the major type of work performed by child care workers (Table 4.10). Long day care centres in the Australian Capital Territory tended to have higher than average proportions of staff mainly working with children and lower than average proportions involved in 'other tasks', while the opposite was the case in centres in New South Wales.

Table 4.10: Workers in long day care centres, by type of centre and major type of work, State/Territory 1999 (per cent)

Type of centre/Major type of work	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
Direct contact with children	79	82	81	79	81	81	84	80	81
Administrative tasks	10	9	10	11	12	10	10	10	10
Other tasks	11	9	9	9	7	9	6	10	9
Total	100	100	100	100	100	100	100	100	100
Total (n)	4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit centres									
Direct contact with children	80	80	85	78	81	79	85	83	81
Administrative tasks	9	10	10	10	9	14	8	8	10
Other tasks	11	10	5	11	10	8	7	8	9
Total	100	100	100	100	100	100	100	100	100
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
Direct contact with children	82	85	81	86	82	85	85	85	83
Administrative tasks	10	10	10	9	12	11	9	10	10
Other tasks	8	5	8	5	6	4	6	4	7
Total	100	100	100	100	100	100	100	100	100
Total (n)	1,251	882	461	146	165	91	254	89	3,339

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

Hours worked

All censuses from 1991 to 1999 collected information on the number of hours worked by long day care workers during the census week.

Between 1991 and 1999 the proportion of workers in community-based and private-for-profit centres working 40 or more hours a week dropped – from 22% to 18% for community-based centres and 28% to 20% for private-for-profit centres (Table 4.11). Workers in private-for-profit centres worked longer hours than workers in other centres throughout the period. In 1999 for instance, 60% of workers in private-for-profit centres worked 30 or more hours compared with 50% of workers in community-based centres, and 52% in 'other' centres.

In contrast to the declining hours worked by centre-based workers, the proportion of family day care providers working 40 or more hours a week increased markedly over the same period – from 56% to 66%. This was due to the increase in the proportion of providers working 50 or more hours a week – from 25% in 1991 to 36% in 1999. The relatively high proportion of family day care providers who worked 40 or more hours in the census week (66%) can be explained by the nature of their work. These providers work in their own homes and provide care from the time the first child arrives until the last child leaves.

Table 4.11: Workers in long day care services, by hours worked in census week and type of service, 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of service provider/ Hours worked	1991	1992	1993	1995	1997	1999
Community-based centres						
< 20	28	27	27	26	27	30
20–29	17	18	17	18	19	19
30–39	33	33	32	34	32	32
40+	22	22	23	23	21	18
Total	100	100	100	100	100	100
Total (n)	12,448	12,591	13,983	14,541	13,892	13,182
Private-for-profit centres						
< 20	26	24	24	22	24	25
20–29	12	13	12	13	14	15
30–39	33	36	35	34	41	40
40+	28	27	28	31	21	20
Total	100	100	100	100	100	100
Total (n)	6,053	7,967	10,575	17,736	22,242	22,314
'Other' centres						
< 20	24	27	30	30	29	29
20–29	19	16	18	16	18	18
30–39	35	38	32	33	30	30
40+	21	20	20	21	23	22
Total	100	100	100	100	100	100
Total (n)	1,371	1,787	2,027	3,090	3,386	3,339
Family day care coordination unit staff						
< 20	29	28	26	24	25	23
20–29	23	24	23	24	25	26
30–39	42	44	47	48	44	44
40+	5	4	4	4	6	6
Total	100	100	100	100	100	100
Total (n)	1,410	1,532	1,607	1,689	1,691	1,611
Family day care providers						
< 20	16	13	13	10	9	8
20–29	13	12	12	10	10	10
30–39	15	16	16	16	17	16
40–49	31	31	31	31	31	30
50+	25	27	28	33	33	36
Total	100	100	100	100	100	100
Total (n)	13,679	14,435	15,087	14,907	13,786	12,437

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

In 1999, there was some variation across the States and Territories in the hours worked by long day care workers in the census week.

Table 4.12: Workers in long day care services, by hours worked in census week, type of service provider and State/Territory, 1999 (per cent)

Type of service provider/ Hours worked	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
< 20	33	27	30	26	32	38	26	22	30
20–29	19	18	20	16	23	22	25	18	19
30–39	23	34	41	56	34	32	42	35	32
40+	25	20	10	2	11	8	6	25	18
Total	100	100	100	100	100	100	100	100	100
Total (n)	4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit centres									
< 20	28	23	24	26	26	41	15	10	25
20–29	15	14	15	15	21	12	10	24	15
30–39	23	42	52	50	43	38	38	53	40
40+	34	21	9	10	11	9	36	14	20
Total	100	100	100	100	100	100	100	100	100
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
< 20	29	26	32	29	50	35	28	13	29
20–29	17	17	19	21	16	29	24	15	18
30–39	22	36	27	43	27	34	39	63	30
40+	32	21	22	6	7	2	8	9	22
Total	100	100	100	100	100	100	100	100	100
Total (n)	1,251	882	461	146	165	91	254	89	3,339
Family day care coordination unit staff									
< 20	27	21	23	16	16	35	18	24	23
20–29	27	25	27	24	22	31	31	12	26
30–39	38	42	48	57	58	29	51	65	44
40+	8	12	2	3	4	5	0	0	6
Total	100	100	100	100	100	100	100	100	100
Total (n)	565	317	339	112	135	65	61	17	1,611
Family day care providers									
< 20	5	11	5	4	14	11	9	4	8
20–29	9	12	7	9	14	10	10	6	10
30–39	18	19	13	16	16	21	11	4	16
40–49	35	26	31	37	17	36	37	36	30
50+	33	32	45	36	39	22	34	50	36
Total	100	100	100	100	100	100	100	100	100
Total (n)	3,505	3,284	2,639	782	1,157	466	470	134	12,437

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

Workers in all types of long day care centres in New South Wales were more likely to work 40 or more hours in the census week (Table 4.12). For example 34% of workers in private-for-profit centres in New South Wales worked 40 or more hours in the census week compared with 20% nationally. Workers in long day care centres in the Northern Territory were more likely to work 30 or more hours in the census week, and those in Tasmania were more likely to work less than 30 hours.

There was also some variation in the hours worked by family day care unit coordination staff. Nationally, 50% of workers worked 30 or more hours during the census week, but this ranged from 34% in Tasmania to 65% in the Northern Territory. Family day care providers worked longer hours than all other types of staff. Nationally 66% of family day care providers worked 40 or more hours in the census week, and this ranged from 56% in South Australia to 86% in the Northern Territory.

4.5 Qualifications

The quality of care has been shown to be strongly related to whether or not staff working in child care services have had appropriate training in the area (Fleer 2000:39). The National Childcare Accreditation Council (NCAC) stated in its 1993 handbook that well-trained staff provide care which enhances the development of children. Child care staff providing the 'best level of care will know what are appropriate experiences for and appropriate expectations of children of different ages, and will be sensitive to the individual and cultural dimensions of development' (NCAC 2001:4). Such staff will also know how to 'provide an environment in which there is a balance of stimulating planned and spontaneous experiences, appropriate to each child's individual interest and needs' (NCAC 2001:4).

State and Territory licensing regulations and the national standards for long day care centres specify the 'recognised qualifications' for the various staff-child ratios and positions. According to the national standards for long day care centres (endorsed in 1995), a 'recognised qualification is a 2-year accredited post-secondary qualification in child care' and a '3-year-accredited tertiary course in early child care or education'. It is important to note that the national standards are 'minimum standards' and that licensing regulations in the States and Territories differ somewhat in the 'required' qualifications for the various staffing positions and staff-child ratios (Press & Hayes 2000: 43, 73-74). Currently, some State and Territory regulations, for instance, specify that a centre director must have a 3-year tertiary qualification in early childhood, while others require only a 2-year tertiary qualification.

The national standards for family day care specify that the minimum qualification for a family day care scheme coordinator is 'a diploma of 2 years full-time study in early childhood studies or behavioural sciences conducted by a registered training organisation' (FaCS 2000c: Appendix F, Section 8.2). For family day care providers, the national standards do not focus on formal qualifications but rather on basic competencies, experience, knowledge and skills. Where licensing regulations for family day care services exist, they are generally consistent with the national standards.

Relevant qualifications

Information on 'relevant qualifications' held by child care workers was collected in each of the censuses. 'Relevant qualifications' are defined in the census as qualifications in early childhood and primary teaching, child care, nursing and 'other relevant' areas. For staff in long day care centres and family day care schemes, 'other relevant' qualifications included 'other teaching', accountancy, psychology, social work and business management, while for family day care providers they included 'certificate of home-based care', nanny's course, 'other teaching', social work and business management. From 1993 onwards, information was also obtained from the censuses on whether staff had more than 3 years experience in the child care industry as well as whether they were currently undertaking qualifications.

Table 4.13: Qualifications of workers in long day care centres, by type of centre, Australia, 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of centre/Qualification status	1991	1992	1993	1995	1997	1999
Community-based centres						
Qualified	48	51	48	50	51	54
No qualifications:	52	49	52	50	49	46
Undertaking qualification	n.a.	n.a.	11	11	10	11
Worked in industry for more than 3 yr	n.a.	n.a.	19	19	21	21
Neither	n.a.	n.a.	21	20	18	14
Total	100	100	100	100	100	100
Total (n)	12,448	12,591	14,499	14,541	13,892	13,182
Private-for-profit centres						
Qualified	42	50	46	48	49	53
No qualifications:	58	50	54	52	51	47
Undertaking qualification	n.a.	n.a.	14	15	16	16
Worked in industry for more than 3 yr	n.a.	n.a.	12	10	12	14
Neither	n.a.	n.a.	28	27	24	17
Total	100	100	100	100	100	100
Total (n)	6,053	7,967	10,575	17,736	22,242	22,314
'Other' centres						
Qualified	51	55	52	53	54	57
No qualifications:	49	45	48	47	46	43
Undertaking qualification	n.a.	n.a.	11	11	11	12
Worked in industry for more than 3 yr	n.a.	n.a.	14	14	16	17
Neither	n.a.	n.a.	23	22	19	14
Total	100	100	100	100	100	100
Total (n)	1,371	1,787	2,027	3,090	3,386	3,339

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

Between 1991 and 1999, the proportion of workers with 'relevant' qualifications generally increased in all types of long day care centres, albeit fluctuating over the period (Table 4.13). The increase was greatest among workers in private-for-profit centres – from 42% to 53%. In 1991, workers in community-based centres were more likely to have relevant qualifications than workers in private-for-profit centres, but by 1999 the proportions were around the same.

Between 1993 and 1999 there was a substantial fall in the proportion of workers in all types of long day care centres who had no relevant qualifications, were not undertaking qualifications and had not worked in the industry for more than 3 years (Table 4.13). For example, in private-for-profit centres, the proportion fell from 28% to 17%. Over the same period, the proportion of workers with no qualifications and not undertaking qualifications, but with more than 3 years experience rose slightly, as did the proportion of workers who had no qualifications but were undertaking qualifications (except in community-based centres where this proportion changed little). Throughout the period, the proportion of workers who did not have relevant qualifications but were studying for these qualifications was highest in private-for-profit centres. The proportion who had worked in the industry for more than 3 years, but did not have relevant qualifications and were not studying for them, was highest in community-based centres.

The proportion of family day care workers with relevant qualifications also increased from 1991 to 1999, with similar fluctuations over the period (Table 4.14). Throughout the period,

the proportion of family day care providers with relevant qualifications was considerably lower than the proportion of staff in family day care schemes and in long day care centres. For instance, in 1999, 21% of family day care providers had relevant qualifications compared with 70% of workers in family day care schemes and 54% in community-based centres (Table 4.13). Between 1993 and 1999, the proportion of workers without relevant qualifications, who were not studying for them and did not have more than 3 years experience in the industry fell for both providers and staff in schemes, from 41% to 28% and from 13% to 7% respectively (Table 4.14). During the same period, the proportion of family day care providers with more than 3 years experience, but who did not have qualifications and were not studying for these qualifications, increased from 38% to 44%.

Table 4.14: Qualifications of family day care scheme workers by type of worker, Australia 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of worker/Qualification status	1991	1992	1993	1995	1997	1999
Coordination unit staff						
Qualified	66	68	66	66	66	70
No qualifications:	34	32	34	34	34	30
Undertaking qualification	n.a.	n.a.	4	4	6	5
No qualification but worked in industry for 3 yr	n.a.	n.a.	17	18	17	18
Neither	n.a.	n.a.	13	11	11	7
Total	100	100	100	100	100	100
Total (n)	1,410	1,532	1,797	1,689	1,691	1,611
Family day care providers						
Qualified	15	18	16	20	20	21
No qualifications:	85	82	84	80	80	79
Undertaking qualification	n.a.	n.a.	5	6	6	6
No qualification but worked in industry for 3 yr	n.a.	n.a.	38	39	41	44
Neither	n.a.	n.a.	41	35	33	28
Total	100	100	100	100	100	100
Total (n)	13,679	14,435	15,237	14,934	13,786	12,437

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

Differences in the proportions of staff in family day care schemes and of family day care providers with relevant qualifications reflect to some extent differences in the type of work that they do (see Section 1.1) and the requirements set out in the national standards.

In 1999, there were considerable variations between the States and Territories in the qualification status of long day care centre workers (Table 4.15). The proportions of workers in all types of centres in Western Australia and the Northern Territory with relevant qualifications was relatively low, while in Victoria it was relatively high. In community-based centres, for instance, the proportion of workers with relevant qualifications ranged from 45% in the Northern Territory to 65% in Victoria. Among workers in community-based and private-for-profit centres, those in Queensland were more likely than those in other jurisdictions to have no relevant qualifications, but be undertaking qualifications. For instance, 24% of workers in private-for-profit centres in Queensland had no relevant qualifications but were undertaking qualifications compared with a national average of 16%.

Table 4.15: Qualification status of workers in long day care centres by type of centre and State/Territory, 1999 (per cent)

Type of centre/Qualification status	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
Qualified	50	65	56	49	47	45	57	45	54
No qualifications:	50	35	44	51	53	55	43	55	46
Undertaking qualification	10	7	18	12	12	14	10	16	11
No qualification but worked in industry for 3 yr	25	17	13	20	25	26	20	21	21
Neither	15	11	13	19	16	15	13	17	14
Total	100	100	100	100	100	100	100	100	100
Total (n)	4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit centres									
Qualified	52	56	54	42	50	56	54	34	53
No qualifications:	48	44	46	58	50	44	46	66	47
Undertaking qualification	12	11	24	19	15	13	18	19	16
No qualification but worked in industry for 3 yr	19	14	9	14	17	17	18	20	14
Neither	18	20	13	25	18	14	20	27	17
Total	100	100	100	100	100	100	100	100	100
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
Qualified	54	64	58	43	56	51	57	49	57
No qualifications:	46	36	42	57	44	49	43	51	43
Undertaking qualification	11	8	17	30	14	7	11	17	12
No qualification but worked in industry for 3 yrs	22	16	7	14	15	23	17	12	17
Neither	13	12	17	13	16	20	15	21	14
Total	100	100	100	100	100	100	100	100	100
Total (n)	1,251	882	461	146	165	91	254	89	3,339

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

There were wide variations across the States and Territories in the proportions of family day care workers with relevant qualifications in 1999. These proportions ranged from 47% of workers in family day care schemes in the Northern Territory to 78% in New South Wales and 8% of family day care providers in South Australia to 28% in the Northern Territory (Table 4.16). Although the proportion of family day care providers in South Australia with relevant qualifications was small, well over half of providers in that State (61%) had no qualifications, but had more than 3 years experience in the industry.

Table 4.16: Qualification status of family day care workers, by type of worker and State/Territory, 1999 (per cent)

Type of worker/Qualification status	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Coordination unit staff									
Qualified	78	72	69	71	50	60	49	47	70
No qualifications:	22	28	31	29	50	40	51	53	30
Undertaking qualification	4	3	8	4	4	12	5	0	5
No qualification but worked in industry for 3 yr	15	19	15	15	35	14	41	18	18
Neither	4	6	7	10	11	14	5	35	7
Total	100	100	100	100	100	100	100	100	100
Total (n)	565	317	339	112	135	65	61	17	1,611
Family day care providers									
Qualified	21	26	16	29	8	20	26	28	21
No qualifications:	79	74	84	71	92	80	74	72	79
Undertaking qualification	6	3	10	7	1	10	21	5	6
No qualification but worked in industry for 3 yr	45	42	44	36	61	43	39	37	44
Neither	27	30	30	29	30	26	14	29	28
Total	100	100	100	100	100	100	100	100	100
Total (n)	3,505	3,284	2,639	782	1,157	466	470	134	12,437

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

Type of relevant qualifications

A 2-year Child Care Certificate/ Associate Diploma followed by a 1-year Child Care Certificate/ Associate Diploma, and early childhood teaching qualifications were the most common forms of qualification for all long day care centre workers between 1991 and 1999 (Table 4.17). During this period, the proportion of workers with a 2-year Child Care Certificate increased in community-based and private-for-profit centres from 20% to 25% and 13% to 21% respectively. In contrast, the proportion of staff in 'other' centres with this type of qualification fell from 25% to 19% between 1991 and 1992, but had risen to 25% again by 1999.

The proportion of workers with an early childhood teaching qualification rose markedly from 5% to 11% for those in 'other' centres between 1991 and 1999, and also increased for those in community-based and private-for-profit centres (from 7% to 9% and 6% to 8% respectively).

As noted earlier in this section, the national standards specify that a '2-year accredited post-secondary qualification in child care' and a '3-year-accredited tertiary course in early child care or education' are 'recognised' qualifications for long day care centre workers. Analysis of the census data indicates that the proportion of workers that have either an early childhood teaching degree and/or a 2-year child care diploma and/or a 3-year diploma or bachelor has increased for all centres.

Table 4.17: Relevant qualifications held by long day care centre workers, by type of centre and type of qualification, 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of Centre/Type of qualification	1991	1992	1993	1995	1997	1999
Community-based centres						
Teaching—Early childhood	7	8	8	9	9	9
Teaching—Primary	2	2	2	2	2	2
Nursing	7	10	9	7	6	4
Child care—1 year	6	8	6	8	8	9
Child care—2 year	20	19	19	21	22	25
Child care—3 year	2	3	3	4	4	5
Other relevant	5	5	5	5	5	6
<i>Total workers with qualifications</i>	<i>49</i>	<i>51</i>	<i>49</i>	<i>50</i>	<i>51</i>	<i>54</i>
<i>Total workers without qualifications</i>	<i>51</i>	<i>49</i>	<i>51</i>	<i>50</i>	<i>49</i>	<i>46</i>
Total (n)	12,448	12,591	13,983	14,541	13,892	13,182
Private-for-profit						
Teaching—Early childhood	6	7	9	9	8	8
Teaching—Primary	4	4	5	5	4	3
Nursing	5	6	6	5	4	4
Child care—1 year	7	9	7	9	9	11
Child care—2 year	13	5	15	15	18	21
Child care—3 year	2	3	4	4	5	6
Other relevant	8	8	7	6	6	6
<i>Total workers with qualifications</i>	<i>44</i>	<i>50</i>	<i>46</i>	<i>48</i>	<i>49</i>	<i>53</i>
<i>Total workers without qualifications</i>	<i>56</i>	<i>50</i>	<i>54</i>	<i>52</i>	<i>51</i>	<i>47</i>
Total (n)	6,053	7,967	10,575	17,742	22,242	22,314
'Other' centres						
Teaching—Early childhood	5	9	9	11	11	11
Teaching—Primary	3	2	4	3	3	3
Nursing	5	13	10	6	5	4
Child care—1 year	7	9	8	8	9	10
Child care—2 year	25	19	19	20	22	25
Child care—3 year	2	3	4	4	5	5
Other relevant	4	5	5	7	6	8
<i>Total workers with qualifications</i>	<i>53</i>	<i>55</i>	<i>52</i>	<i>53</i>	<i>54</i>	<i>57</i>
<i>Total workers without qualifications</i>	<i>47</i>	<i>45</i>	<i>48</i>	<i>47</i>	<i>46</i>	<i>43</i>
Total (n)	1,371	1,787	2,027	3,090	3,386	3,339

Notes

1. Percentages in the table represent the proportion of all workers holding a specific qualification. Columns do not add to the totals, as workers may hold more than one qualification.
2. 'Other relevant' includes qualifications in accountancy, psychology, social work, and business management.

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

The distribution of types of relevant qualifications held by long day care centre workers varied considerably across the States and Territories in 1999 (Table 4.18). For instance, relatively high proportions of workers in all types of long day care centres in Tasmania held a 2-year Child Care Certificate/ Associate Diploma, and relatively high proportions in New South Wales had an early childhood teaching qualification.

Table 4.18: Relevant qualifications held by long day care centre workers, by type of centre, type of qualification and State/Territory 1999 (per cent)

Type of centre/ Type of qualification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
Teaching—Early childhood	14	5	7	2	8	5	9	3	9
Teaching—Primary	2	3	2	2	3	3	2	2	2
Nursing	3	8	3	4	3	4	8	3	4
Child care—1 year	2	18	15	10	3	3	13	12	9
Child care—2 year	22	27	26	25	25	28	24	24	25
Child care—3 year	5	6	6	5	4	0	5	3	5
Other relevant	7	5	3	5	7	3	8	5	6
<i>Total workers with qualification</i>	<i>50</i>	<i>65</i>	<i>56</i>	<i>49</i>	<i>47</i>	<i>45</i>	<i>57</i>	<i>45</i>	<i>54</i>
<i>Total workers without qualification</i>	<i>50</i>	<i>35</i>	<i>44</i>	<i>51</i>	<i>53</i>	<i>55</i>	<i>43</i>	<i>55</i>	<i>46</i>
Total (n)	4,930	3,210	1,972	874	1120	459	398	219	13,182
Private-for-profit centres									
Teaching—Early childhood	11	7	7	4	9	9	6	8	8
Teaching—Primary	3	4	3	1	4	6	3	2	3
Nursing	2	8	2	4	5	8	5	0	4
Child care—1 year	7	15	15	6	2	7	11	7	11
Child care—2 year	20	17	24	21	21	25	25	12	21
Child care—3 year	6	6	6	4	7	3	3	3	6
Other relevant	9	6	5	5	8	6	7	2	6
<i>Total workers with qualification</i>	<i>52</i>	<i>56</i>	<i>54</i>	<i>42</i>	<i>50</i>	<i>56</i>	<i>54</i>	<i>34</i>	<i>53</i>
<i>Total workers without qualification</i>	<i>48</i>	<i>44</i>	<i>46</i>	<i>58</i>	<i>50</i>	<i>44</i>	<i>46</i>	<i>66</i>	<i>47</i>
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
Teaching—Early childhood	14	11	9	1	7	7	11	7	11
Teaching—Primary	2	4	3	1	7	2	3	1	3
Nursing	3	7	2	7	6	2	5	4	4
Child care—1 year	4	15	17	11	4	1	10	13	10
Child care—2 year	26	22	25	21	28	34	24	21	25
Child care—3 year	5	6	4	3	2	2	5	6	5
Other relevant	9	9	2	4	8	10	8	2	8
<i>Total workers with qualification</i>	<i>54</i>	<i>64</i>	<i>58</i>	<i>43</i>	<i>56</i>	<i>51</i>	<i>57</i>	<i>49</i>	<i>57</i>
<i>Total workers without qualification</i>	<i>46</i>	<i>36</i>	<i>42</i>	<i>57</i>	<i>44</i>	<i>49</i>	<i>43</i>	<i>51</i>	<i>43</i>
Total (n)	1,251	882	461	146	165	91	254	89	3,339

Notes

1. Percentages in the table represent the proportion of all workers holding a specific qualification. Columns do not add to the totals, as workers may hold more than one qualification.
2. 'Other relevant' includes qualifications in accountancy, psychology, social work, and business management.

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

In community-based centres, 28% of workers in Tasmania had a 2-year tertiary qualification in child care compared with 25% Australia-wide, and in New South Wales 14% of workers had an early childhood teaching qualification compared with 9% Australia-wide. Some of the differences between jurisdictions in the types of relevant qualifications held by workers are probably due to differences in State and Territory licensing requirements. In New South Wales, for instance, the regulations stipulate that a centre with more than 30 places must have at least one qualified early childhood teacher on duty (Moyle et al. 1996:36). (See also Section 2.1.)

Over the period 1991 to 1999, the most common forms of qualifications held by family day care coordination unit staff were the 2-year Child Care Certificate/ Associate Diploma and 'other relevant' qualifications (Table 4.19). Between 1991 and 1999, the proportion of all coordination unit staff holding a 2-year tertiary child care qualification increased markedly from 16% to 26%. The proportion holding a 3-year accredited tertiary qualification in child care also increased during the period – from 2% to 7%.

The relatively high proportion of coordination unit staff holding 'other relevant' qualifications, which (as noted) include 'other teaching', accountancy, psychology, social work and business management, is indicative of the administrative and managerial duties typical of a family day care coordinator.

For family day care providers over this period the most common form of relevant qualification was 'other relevant' qualifications which (as noted) include 'certificate of home-based care', nanny's course, 'other teaching', social work and business management. There were increases between 1991 and 1999 in the proportion of providers with 'other relevant' qualifications (from 4% to 10%), with a 1-year Child Care Certificate (from 2% to 5%), and with a 2-year Child Care Certificate/ Associate Diploma (from 1% to 3%).

Table 4.19: Relevant qualifications held by family day care workers, by type of worker and type of qualification, 1991, 1992, 1993, 1995, 1997 and 1999 (per cent)

Type of worker /Type of qualification	1991	1992	1993	1995	1997	1999
Coordination unit staff						
Teaching—Early childhood	9	10	10	12	11	10
Teaching—Primary	9	9	9	9	8	8
Nursing	8	8	10	9	9	9
Child care1—year	3	4	3	3	3	4
Child care—2 year	16	16	17	20	22	26
Child care—3 year	2	3	4	3	5	7
Other relevant	21	25	24	21	20	22
<i>Total workers with qualifications</i>	<i>68</i>	<i>68</i>	<i>66</i>	<i>66</i>	<i>66</i>	<i>70</i>
<i>Total workers without qualifications</i>	<i>32</i>	<i>32</i>	<i>34</i>	<i>34</i>	<i>34</i>	<i>30</i>
Total (n)	1,410	1,532	1,607	1,689	1,691	1,611
Family day care providers						
Teaching—Early childhood	1	1	1	1	1	1
Teaching—Primary	2	2	2	2	2	1
Nursing	4	4	4	3	3	2
Child care—1 year	2	2	2	3	4	5
Child care—2 year	1	1	1	1	2	3
Child care—3 year	0	0	0	<0.5	<0.5	<0.5
Other relevant	4	7	7	10	10	10
<i>Total workers with qualifications</i>	<i>15</i>	<i>18</i>	<i>16</i>	<i>20</i>	<i>20</i>	<i>21</i>
<i>Total workers without qualifications</i>	<i>85</i>	<i>82</i>	<i>84</i>	<i>80</i>	<i>80</i>	<i>79</i>
Total (n)	13,679	14,435	15,087	14,938	13,786	12,437

Notes

1. Percentages in the table represent the proportion of all workers holding a specific qualification. Columns do not add to the totals, as workers may hold more than one qualification.
2. For coordination unit staff, 'other relevant' qualifications are accountancy, psychology, social work, and business management. For providers, 'other relevant' qualifications are certificate in home-based care, nanny's course, other teaching, social work, and business management.

Sources: DHHCS 1992; DSHS 1994, 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

In 1999, the types of relevant qualifications held by family day care coordination unit staff and family day care providers also varied across jurisdictions (Table 4.20). The proportion of family day care coordination unit staff holding a 2-year Child Care Certificate/ Associate Diploma ranged from 13% in South Australia to 34% in New South Wales, and the proportion with 'other relevant' qualifications ranged from 6% in the Northern Territory to 29% in South Australia.

The proportion of family day care providers with 'other relevant' qualifications, however, was highest in the Northern Territory (18%) and Victoria (17%), and lowest in Queensland and South Australia (3% each). The proportion with a 1-year Child Care Certificate was highest in the Australian Capital Territory (16%) and lowest in the Northern Territory and South Australia (1% each).

Table 4.20: Relevant qualifications held by family day care workers by type of worker, type of qualification, and State/Territory, 1999 (per cent)

Type of worker/ Type of qualification	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Coordination unit staff									
Teaching—Early childhood	14	7	11	5	4	15	2	12	10
Teaching—Primary	9	7	9	9	5	3	3	0	8
Nursing	7	14	9	8	4	5	11	0	9
Child care—1 year	3	5	6	10	1	2	5	6	4
Child care—2 year	34	24	22	25	13	14	21	18	26
Child care—3 year	5	8	9	15	5	2	11	12	7
Other relevant	21	25	25	12	29	28	10	6	22
<i>Total workers with qualifications</i>	78	72	69	71	50	60	49	47	70
<i>Total workers without qualifications</i>	22	28	31	29	50	40	51	53	30
Total (n)	565	317	339	112	135	65	61	17	1,611
Family day care providers									
Teaching—Early childhood	1	1	1	1	1	< 0.5	< 0.5	1	1
Teaching—Primary	1	1	1	2	1	1	2	1	1
Nursing	2	2	3	2	2	3	2	3	2
Child care—1 year	4	6	5	12	1	7	16	1	5
Child care—2 year	4	2	4	4	< 0.5	5	3	4	3
Child care—3 year	< 0.5	< 0.5	1	1	< 0.5	0	0	0	< 0.5
Other relevant	11	17	3	9	3	6	6	18	10
<i>Total workers with qualifications</i>	21	26	16	29	8	20	26	28	21
<i>Total workers without qualifications</i>	79	74	84	71	92	80	74	72	79
Total (n)	3,505	3,284	2,639	782	1,157	466	470	134	12,437

Notes

1. Percentages in the table represent the proportion of all workers holding a specific qualification. Columns do not add to the totals, as workers may hold more than one qualification.
2. For coordination unit staff, 'other relevant' qualifications are accountancy, psychology, social work, and business management. For providers, 'other relevant' qualifications are certificate in home-based care, nanny's course, other teaching, social work, and business management.

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

4.6 In-service training

In-service training is also provided to improve child care workers' skills and competencies. In some jurisdictions, in-service training is required under the State and Territory regulations. For example, a proportion of child care workers in each centre (and most family day care providers) are required to have a current First Aid Certificate, and this normally implies taking a course every 2 years. All censuses have collected information on the in-service training undertaken by workers in the 12 months prior to the census. The types of 'relevant training', as defined in the censuses, are 'child care-related', 'management /financial', and 'other' (which includes first aid, 'communication skills', and 'conflict resolution').

Between 1991 and 1999 the proportions of long day care workers undertaking in-service training in the 12 months prior to the census increased for all types of service providers. The largest increase was for workers in private-for-profit centres, where the proportion undertaking in-service training increased from 45% in 1991 to 70% in 1999 (Table 4.21). The increase in the proportion of long day care centre workers undertaking in-service training may be related to the introduction of the Quality Improvement and Accreditation System (QIAS) for all Commonwealth-supported long day care centres (see Section 1.1), in which all centres were required to register to participate by 30 June 1995. To reach an acceptable standard of quality according to the QIAS, long day care centres are required to provide regular learning and training opportunities for staff. Principle 10.4 of the QIAS 2001 states that a provider of high-quality child care services is one where 'Management provides and facilitates regular professional development opportunities for staff' (NCAC 2001:7).

Table 4.21: Percentage of long day care workers undertaking in-service training in the last 12 months, by type of service provider 1991, 1992, 1993, 1995, 1997 and 1999

Type of service provider	1991	1992	1993	1995	1997	1999
Centre-based						
Community-based	56	63	63	69	67	67
Private-for-profit	45	58	58	69	70	70
'Other'	54	64	62	68	70	69
Family day care services						
Coordination unit staff	79	83	84	87	86	88
Family day care providers	68	76	74	77	77	77

Sources: DHHCS 1992; DSHS 1994; 1995; DHFS 1997; AIHW analysis of FaCS Census of Child Care Services Unit Record File (1995, 1999).

By 1999, two-thirds or more of the workers in all types of long day care centres and family day care services had undertaken in-service training in the previous 12 months (Table 4.21). Over the entire period family day care workers were more likely than staff in long day care centres to have undertaken training in the previous 12 months.

In 1999, the relatively high proportion of family day care providers undertaking in-service training was not uniform in all jurisdictions, with relatively low proportions of family day care providers in South Australia and the Australian Capital Territory (51% and 48% respectively) having undertaken in-service training (Table 4.22). In contrast, almost all (97%) of family day care providers in Tasmania had undertaken in-service training in the year prior to the 1999 Census.

Table 4.22: Percentage of long day care workers undertaking in-service training in the last 12 months, by type of service provider, State/Territory, 1999

Type of service provider	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Centre-based									
Community-based	62	69	72	67	69	66	67	70	67
Private-for-profit	71	65	77	61	68	74	74	68	70
'Other'	67	71	73	58	68	77	67	85	69
Family day care services									
Coordination unit staff	89	91	90	83	74	89	85	82	88
Family day care providers	78	79	87	69	51	97	48	67	77

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1997, 1999).

Because of changes over time in the categories of types of in-service training used in the census question, it is difficult to examine changes in the distribution of the types of in-service training courses undertaken by child care workers.

For all long day care centre workers in 1999, the most common type of in-service training was 'other child care-related' (that is, child care training other than for special needs children) (Table 4.23 and Table 4.24). The proportions undertaking this type of training ranged from 45% of workers in private-for-profit centres to 64% of family day care workers.

The proportion of workers who had undertaken 'other relevant' courses was also relatively high for all types of service providers. Family day care coordination unit staff accounted for the highest proportion of workers who had undertaken 'other relevant' courses (48%), and workers in community-based centres had the lowest proportion (36%).

Family day care coordination unit staff and care providers were more likely to have undertaken management/financial courses than workers in long day care centres. These types of courses were undertaken by 45% of coordination unit staff and 39% of family day care providers compared with less than 10% of workers in long day care centres. This is indicative of the main type of work undertaken by family day care coordination unit staff, and the fact that most family day care providers are self-employed and therefore responsible for some elements of the administration and financial management of their 'business'.

As outlined in Section 3.5, 16% of children in all long day care services had 'additional needs' (see Table 3.15). This included children with a disability, children at risk of abuse or neglect, children of Aboriginal or Torres Strait Islander families, and children from families with a non-English-speaking background. It is clear that efforts are being made in the industry to provide an appropriate service for these children. In 1999, the proportion of workers who had undertaken in-service courses designed to help them with children who had 'additional needs' ranged from 11% of family day care providers to 28% of family day care coordination unit staff.

There were sometimes considerable variations between the States and Territories in the proportions of workers undertaking the different types of in-service training. For example, the proportion of family day care providers who had undertaken 'other child care related' training ranged from 37% in South Australia to 70% in New South Wales. In the Northern Territory, only a small proportion of workers in community-based and private-for-profit centres (7% and 2% respectively). No workers in 'other centres' or family day care schemes had undertaken this type of training. This may indicate problems with access to this type of training.

Table 4.23: In-service training courses undertaken in last 12 months by long day care centre workers, by type of centre, type of course and State/Territory, 1999 (per cent)

Type of service provider/ Type of course	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Community-based centres									
Training for additional needs children	14	15	10	13	16	5	18	7	14
Other child care related	46	49	39	44	44	41	56	52	46
Management/financial	10	7	7	9	9	13	6	11	9
'Other' relevant	23	40	57	35	43	39	29	37	36
<i>Total workers with in-service training</i>	62	69	72	67	69	66	67	70	67
<i>Total workers without in-service training</i>	38	31	28	33	31	34	33	30	33
Total (n)	4,930	3,210	1,972	874	1,120	459	398	219	13,182
Private-for-profit centres									
Training for additional needs children	15	11	14	10	22	16	12	2	14
Other child care related	52	40	42	38	44	41	59	41	45
Management/financial	7	5	6	5	5	13	4	3	6
'Other' relevant	35	38	59	33	35	43	35	46	43
<i>Total workers with in-service training</i>	71	65	77	61	68	74	74	68	70
<i>Total workers without in-service training</i>	29	35	23	39	32	26	26	32	30
Total (n)	7,306	4,631	7,180	1,934	783	160	261	59	22,314
'Other' centres									
Training for additional needs children	17	15	13	8	8	23	19	0	15
Other child care related	52	50	43	32	43	59	52	67	50
Management/financial	9	8	9	6	7	12	8	13	9
'Other' relevant	28	37	55	29	39	64	41	51	37
<i>Total workers with in-service training</i>	67	71	73	58	68	77	67	85	69
<i>Total workers without in-service training</i>	33	29	27	42	32	23	33	15	31
Total (n)	1,251	882	461	146	165	91	254	89	3,339

Notes

- 'Other' relevant courses include courses that are not directly child care related but are relevant to the operation of the service, i.e. First Aid Certificate.
- Percentages do not necessarily add to subtotals, since workers may have taken more than one in-service course in the past 12 months.

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).

Table 4.24: In-service training courses undertaken in last 12 months by family day care centre workers, by type of service provided, type of course and State/Territory, 1999 (per cent)

Type of worker/Type of course	NSW	Vic	Qld	WA	SA	Tas	ACT	NT	Australia
Family day care coordination unit staff									
Training for additional needs children	28	31	30	18	33	25	25	0	28
Other child care related	63	61	70	55	9	62	16	54	56
Management/financial	35	59	50	34	59	54	34	29	45
'Other' relevant	36	56	64	23	41	70	41	30	48
<i>Total workers with in-service training</i>	<i>89</i>	<i>91</i>	<i>90</i>	<i>83</i>	<i>74</i>	<i>89</i>	<i>85</i>	<i>82</i>	<i>88</i>
<i>Total workers without in-service training</i>	<i>11</i>	<i>9</i>	<i>10</i>	<i>17</i>	<i>26</i>	<i>11</i>	<i>15</i>	<i>18</i>	<i>12</i>
Total (n)	565	317	339	112	135	65	61	17	1,611
Family day care providers									
Training for additional needs children	10	17	14	3	4	3	3	0	11
Other child care related	70	67	65	63	37	63	41	65	64
Management/financial	40	41	48	40	14	38	20	41	39
'Other' relevant	35	59	50	34	59	38	20	41	39
<i>Total workers with in-service training</i>	<i>78</i>	<i>79</i>	<i>87</i>	<i>69</i>	<i>51</i>	<i>97</i>	<i>48</i>	<i>67</i>	<i>77</i>
<i>Total workers without in-service training</i>	<i>22</i>	<i>21</i>	<i>13</i>	<i>31</i>	<i>49</i>	<i>3</i>	<i>52</i>	<i>33</i>	<i>23</i>
Total (n)	3,505	3,284	2,639	782	1,157	466	470	134	12,437

Notes

1. 'Other' relevant courses include courses that are not directly child care related but are relevant to the operation of the service i.e. First Aid Certificate.
2. Percentages do not add to sub-totals, since workers may have taken more than one in-service course in the past 12 months.

Source: AIHW analysis of FaCS Census of Child Care Services Unit Record File (1999).