

1. Flexible care through casualised days

Flexible Initiatives Trial – Stream 1 scenarios

Community need

Families of children at Bright Stars Early Learning Centre include healthcare professionals, tradespeople and others who, because of their irregular shifts, have a need for more flexible education and care options. The service is aware of this because they hear it from the parents and carers enrolled at their service. They have also surveyed the local community and identified the unmet need.



The proposal

Bright Stars ELC plans to apply use Flexible Initiative Trial funding to implement a casualised day approach that will allow families to customise care hours to suit their changing schedules.

The plan

The team designs a plan to invest in rostering software, recruit and engage a new educator and administrative staff, provide training and development, and implement and promote the new approach to local families. The trial program offering will run for a 12 month period to ensure the offering is sustainable and fit for purpose.

The budget

| Item | Trial cost |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Educator 1 x full-time equivalent diploma educator per day (ongoing) | \$74,880 |
| Admin 0.25 x full-time equivalent of a director as backfill (temporary) | \$20,280 |
| Training 0.5 x full-time equivalent of a director as backfill for 1 week – staff cost cover on-floor (temporary cost) 1 x full-time equivalent of a director as backfill for 1 week (temporary) | \$780 \$1,560 |
| Software setup 1 x full-time equivalent of a director as backfill for 1 week (temporary) Membership \$230 / month (ongoing) | \$1,560 \$2,760 |
| Total cost | \$101,820 |

Grant application

The Bright Stars team submits a grant application outlining the above information. The application is assessed and is successful. They sign a funding agreement.

Implementation

Bright Stars ELC recruits and engages qualified educators and staff. They invest in state-of-the-art booking and rostering software and provide comprehensive training to ensure efficient management of flexible scheduling. The service utilises the additional educator as a ‘floater’ on the floor, allocated to maintain ratios and provide quality education and care where needed. The service also prioritises data collection, actively gathering feedback from families through surveys and personal conversations to understand their experiences.

Bright Stars promotes collaboration among staff to continuously refine the approach. Utilisation data guides resource allocation and scheduling optimisation, ensuring families’ needs are consistently met.

Outcomes

Parents experience a user-friendly interface and can book education and care according to their needs. The centre caters to families with irregular or casual work schedules and at the same time fosters an environment where children’s growth and learning thrive.



Learn more

Scan the QR code to find out all about the Flexible Initiatives Trial