

C-3 Educator Orientation and Induction

NQS

QA. 2.2.3	Child protection.
QA. 4.2.1	Professional collaboration.
QA. 4.2.2	Professional standards.
QA. 7.1.1	Service philosophy.
QA. 7.1.2	Management systems.
QA. 7.1.3	Roles and responsibilities.
QA. 7.2.3	Development of professionals.

National Regulations

Reg. 145	Staff record
Reg. 147	Staff members
Reg. 168	Education and care service must have policies and procedures
Reg. 171	Policies and procedures to be kept available

Policy Statement

We aim to ensure there is an effective process in place to enable staff to be fully equipped to carry out their duties in the best possible way. An orientation and induction process will be developed and carried out for all employees in the Centre, providing them with a clear understanding about the service and its operations and what is expected of them within the Centre.

Related Policies

- Sylvania Heights BASC Policy A-3: Philosophy
- Sylvania Heights BASC Policy A-12: Policy Development and Review
- Sylvania Heights BASC Policy A-15: Role of Management Committee
- Sylvania Heights BASC Policy A-17: Privacy and Confidentiality
- Sylvania Heights BASC Policy C-2: Conditions of Employment
- Sylvania Heights BASC Policy C-4: Staff Professionalism
- Sylvania Heights BASC Policy C-5: Professional Development
- Sylvania Heights BASC Policy C-6: Staff Review and Appraisal
- Sylvania Heights BASC Policy C-7: Grievance Procedures
- Sylvania Heights BASC Policy C-8: Disciplinary Action
- Sylvania Heights BASC Policy C-9: Relief Staff
- Sylvania Heights BASC Policy C-10: Volunteers/Students/Visitors
- Sylvania Heights BASC Policy C-12: Communication
- Sylvania Heights BASC Policy C-13: Interactions with Children

- Sylvania Heights BASC Policy D-1: Dealing with Medical Conditions
- Sylvania Heights BASC Policy D-9: Emergency Procedures
- Sylvania Heights BASC Policy D-22: Child Protection
- Sylvania Heights BASC Policy D-23: Child Management / Behaviour Guidance
- Sylvania Heights BASC Policy D-28: Workplace, Health and Safety
- Sylvania Heights BASC Policy D-29: Manual Handling
- Sylvania Heights BASC Policy E-1: Daily Routines

Procedure

The Director or nominated representative will conduct the orientation process as soon as possible, after the applicant has accepted a position at the Centre.

The orientation process will include:

- A brief history of the service
- Introductions to existing staff and Management Committee members
- Guided tour of the service
- Being shown where all relevant records are kept
- Discussion about working arrangements and expectations, including code of conduct and expectations of behaviours when working with children.
- Webinars for Child Protection overview, WHS and safe food handling
- Discussion surrounding WHS in the workplace, emergency procedures, day-to-day routines and child protection obligation including; Mandatory Reporting obligations, Reportable Conduct, and duty of care responsibilities
- Information about the review and appraisal system
- Opportunity to ask any questions regarding the Centre or expectations

The new staff member will be provided with the following information:

- Centre operation and hours
- The Centre philosophy and relevant Policies
- Staff Information Booklet
- Parent information Booklet
- Staff code of conduct
- Policy C-14 Reportable Conduct
- Policy D-22 Child Protection/Mandatory reporting
- Job description
- Emergency procedure duties
- Grievance Procedures
- List of current staff, Management Committee and Administrative Services and their positions
- Terms and conditions of employment
- Children's Services Award (2010) information
- Staff Information form for completion
- Bank details form (including Superannuation information)

- Tax File Number Declaration
- Probation period and review and appraisal procedure
- Appropriate lines of communication with staff and management

After a period of one week the new staff member will have a sit-down meeting with the Director to address any questions or issues they may have once they have been in the Centre. The new staff member will be required to sign a statement that they understand and agree to the expectations in the code of conduct, the Child Protection/Mandatory reporting policy, and the Reportable Conduct policy.

Sources

- Education and Care Services National Regulations 2011
- National Quality Standard
- Children's Services Award 2010
- Work Health and Safety Act 2011
- Commission for Children and Young People Act 1998
- Children (Education and Care Services National Law Application) Act 2010
- Network of Community Activities Factsheet – 'Staff Orientations'
- Network of Community Activities Policy: Staffing- Section C: Staff Orientation

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