

1. POLICY CERTIFICATION

Policy title:	Crèche – Staff Training and Development Policy
Policy number:	FACS023
Category:	Policy
Classification:	FACS
Status:	Approved (26/06/2013 OCM)

2. POLICY PURPOSE

Roper Gulf Regional Council understands and values the added skills and knowledge that a member of staff can bring to their workplace once they have undertaken and completed training and personal development. The purpose of this policy is to ensure that all Childcare educators have equal access to training and development opportunities.

3. POLICY STATEMENT

The Roper Gulf Regional Council recognises that professional development and training is an integral to Childcare Educators providing children with high quality care and educational programs. Workforce development is recognised by Roper Gulf Regional Council as important to the Childcare Educator and the implementation of the Crèche strategic plan.

4. ORGANISATIONAL SCOPE

This policy applies to Crèches run under Roper Gulf Regional Council.

5. DEFINITIONS

Crèche	is a day care centre where child care educator will take care of children in place of their parents
RGRC	Roper Gulf Regional Council

6. PRINCIPLES

The Crèche is committed to ensuring equality of learning opportunities. All Childcare Educators have equal access to learning and development opportunities.

Each Childcare Educator is expected to take a proactive approach and some responsibility for identifying their own professional development needs. So that they have the skill and knowledge they need to work effectively as part of a team for best outcomes for children.

The Program Manager identifies the training needs of each Childcare Educator in response to the requirements of the National Quality Standard.

Options for learning and development may include:

- on the job learning including learning new skills from other team members in contractual and RJCP positions.

