



Australian Nanny Association Mission Statement

The Australian Nanny Association (ANA) was established in 2012 to unite the nanny industry and provide support for nannies, mannies, families and agencies working within the industry. ANA believes professional nannies and mannies should be regarded as a quality and legitimate childcare option for Australian families.

AIMS

- Bring together, support and represent nannies and mannies working in Australia.
- Lobby government to extend the childcare rebate to families who employ a nanny, providing families with greater choice and more flexible childcare options. Extension of the rebate to nannies would ensure that minimum standards of quality care are upheld and that nannies are recognised as the quality childcare providers that they are.
- Assist in the establishment of a nationally accredited course and qualification that specifically meets the training needs of nannies.
- Educate the wider public about the role of nannies in Australia.
- Set up a national voluntary nanny register.

MINIMUM STANDARDS

The Australian Nanny Association has set its own minimum standards as membership criteria for nanny and agency members. This will assist families in employing legitimate and qualified in-home care professionals, and promote the importance of quality in-home childcare. Many Australian families employ nannies but don't qualify, or can't access the government subsidised In Home Care Scheme due to restrictions and the limited places available.

ANA Nanny Membership Criteria

Nanny members must:

- Be a minimum 18 years of age.
- Be actively working as a nanny/manny or have done so in the past three years with intent to continue in the future. Two contactable references are required.
- Hold a current Working with Children Check as per relevant state/territory requirements.
- Hold a current Level 2 First Aid qualification (HLTFA311A/HLTFA301C).

- Hold a current CPR qualification and update yearly (HLTCPR201B/HLTCPR211A).

Nanny members are encouraged to:

- Obtain a yearly Federal Police Check.
- Obtain their own personal public liability insurance.
- Be studying towards or hold a minimum childcare qualification as advised by the Australian Children's Education and Care Quality Authority (www.acecqa.gov.au).
- Participate in professional development training and/or workshops.

ANA Nanny Membership Criteria

Agency members must:

- Be a registered business operating for the last 2 years minimum.
- Support and uphold the ANA Facebook code of conduct and NSW fair trading model constitution at all times (evident through their own code of conduct and public appearance).
- Ensure all carers under the direction of the agency maintain:
 - Current working with children check.
 - Current Level 2 First Aid qualification (HLTFA311A/HLTFA301C).
 - Current CPR qualification (HLTCPR201B/HLTCPR211A) and update annually.
- Conduct a minimum of two reference checks on their registered and or potential nannies/mannies. These reference checks must relate to recent work within the childcare industry, and may include a professional or personal reference should the applicant be unable to provide a secondary recent childcare related reference.
- Discuss with all applicants their suitability and applicable policies and procedures of the said agency through either a face to face or verbal discussion. No carers are to be admitted to the agency upon the basis of a written application only.
- Ensure all carers are a minimum 18 years of age.
- Provide evidence of organisation's current public liability insurance.
- Provide evidence of business registration and be maintained for duration of membership period. Should business registration lapse or be cancelled at any time, membership with ANA will also be cancelled.
- Provide a copy of carer agency registration screening and background check process.
- Take accountability to ensure their policies, procedures and code of conduct outline the above-mentioned processes publicly through their marketing material.

The ANA will oversee the national standards for membership and will promote professionalism in the industry. The association will assist nannies, agencies and families adhere to and maintain high standards in the field to improve quality of care for children and families.

The Australian Nanny Association will also be discussing more relevant training options for nannies and in-home carers with educational Institutions currently offering Certificate III in Childcare to include home-based and infant care components.