Implementation Plan: Element 1: Early Childhood service integration—Children and Family Centres (C&FCs)

Jurisdiction: Western Australia

Plan period: 2009-2014

Version: 2.0 Prepared by: N.King and R.Kinkade

Governance:

The Minister for Education has responsibility for delivering Element 1 of this National Partnership and the Minister for Health has responsibility for delivering Elements 2 and 3. This will be achieved by establishing a Steering Group to support officials of the Department of Education to oversee the delivery of the National Partnership (NP) with representatives of key partners.

Commonwealth Investment: \$42.35 million

The overall governance for the State National Partnership in Western Australia:

- 1. Overall Responsibility Minister for Education
- 2. Operational Responsibility Department of Education
- 3. The Indigenous Early Childhood Development Steering Group will provide oversight across Elements 1, 2 and 3.
- 4. This will comprise a group of senior managers from relevant agencies (Departments of Education, Health, Communities, and the Australian Government's Department of Education, Employment and Workforce Relations), and other government and non-government and Indigenous organisations as determined by the Steering Group.
- 5. A project team is being established and will include officers of key agencies (the "Project Team").

Governance of Family and Children Centres when operational:

A governance model will be established to suit the context of each community. This will involve service providers and Indigenous Community representation.

Consultation

Community consultation will be conducted for elements 1, 2 and 3 collectively in each of the nominated locations. Community consultation will involve Indigenous community and service providers and other relevant stakeholders.

The Department of Education will collaborate with Department of Health to ensure that the delivery of elements 1, 2 and 3 are integrated. This collaboration will be overseen by the steering committee, and through formal and regular meetings with responsible officers within the Department of Health and other State and Federal agencies.

ELEMENT 1: EARLY CHILDHOOD SERVICE INTEGRATION

The Children and Family Centres will provide access to quality early childhood learning and development programs through the delivery and integration of a range of services for children and their families.

The centres will provide a location for children and family services in the local community. The nature of the services provided at each location will be determined by the needs identified during Indigenous community consultations and existing service providers.

Improved integration of services for young Indigenous children and their families will enhance case management coordination and reduce duplication of services.

The services delivered through the C&FCs will reflect the needs of local Indigenous children and their families, building upon existing strengths of parents and communities to support the development of young children.

In summary, the main objectives for these centres is to improve and maintain the health, wellbeing and education outcomes for Indigenous children from birth to 5 years of age with targeted focus on the birth to 3 years age group. The aim is to improve coordination and integration of early childhood services across care, education and health services.

Financial Contributions:

- Commonwealth funding for Element 1 is \$42.35 million.
- Western Australian Government to provide land for buildings and other relevant support as required.

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
Management – Site locations.	 Select locations for C&FCs based on: population of Indigenous children aged 0-4 years; disadvantage, measured by SEIFA; assessed shortage of child 	The Department of Education (DoE) will lead site selection (overseen by Steering Committee) Department of Planning and Infrastructure (DPI) will	Short listing potential locations based on data analysis including 2008 census data, SEIFA, enrolment statistics for licensed long day care and kindergarten services, and mapping of existing early	Data analysis and short-list of locations reviewed and agreed between Department for Communities (DfC), DoE, Department of Health (DoH), Department of Indigenous Affairs (DIA)	s and short-list of iewed and agreed partment for 5 (DfC), DoE, of Health (DoH),	
	care and kindergarten services; - capacity to integrate with existing and planned services; and	determine the allocation of land, and the Department of Building and Works will work with DoE on the building program	childhood and health services including family support and early intervention for families and children at risk (completed)	Ministerial agreement to agreed locations	July 2009	
	capacity to auspice C&FCs Locations agreed: - Halls Creek - Fitzroy Crossing - Roebourne	sessed community pacity to auspice C&FCs ons agreed: s Creek by Crossing by Crossing Cross	Recommendation from community (through consultation) provided to Steering Committee and endorsed for consideration by the Minister(s).			
	- Kununurra - Swan (specific location to be Determined)	in each location Project team to consult with the Indigenous community and service providers DoE will liaise with: FaHCSIA,	Negotiation of C&FC implementation in priority locations identified in the National Partnership on Remote Service Delivery (RSD NP) FaHCSIA	C&FC investment in RSD NP priority locations agreed with FaHCSIA	April 2009	
		DEEWR, (Department for Communities(DfC), Department of Health (DoH), Department of Education (DOE), Department of Indigenous Affairs (DIA), Disability Services Commission (DSC), Department of Premier and Cabinet (DPC), Department for Child Protection (DCP), Department of Housing (DH) Local Government and the Non Govt sector	Agree locations with Australian Government	Commonwealth ministerial endorsement of locations	August 2009	
		Non Govt sector				

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
Management – Identify a site within each of the prioritised locations to accommodate C&FC services Sites selected may be appropriate for a purpose-built facility, extension of an existing service, or as a host site for mobile and outreach services	DoE will manage this process working with all relevant State Government, Commonwealth Government and local agencies.	Engagement with local Indigenous leaders, service providers and community to assess service gaps, develop service, management and governance models for each location Including building design	Consultation and engagement commencement/completion DESIGN SERVICE MODELS & GOVERNANCE STRUCTURES DESIGN SERVICE MODELS & GOVERNANCE STRUCTURES	Halls Creek: Jul/Dec 2009 Fitzroy Crossing: Jul/Dec 2009 Halls Creek: Jan/June 2010 Fitzroy Crossing: Jan/June 2010 Kununurra: July/Dec 2010 Roebourne: July/Dec 2011 Swan: July/Dec 2011		
			Negotiate co-location with schools where possible and/or practical. Link with kindergarten establishment under State universal access strategy. Site assessment and selection	Site selected	Halls Creek: August 2009 Fitzroy Crossing: August 2009 Kununurra: August 2010 Roebourne: August 2011 Swan: August 2011	
			Develop building scope on the basis of: - Existing service capacity - Service model requirements - Land availability and suitability - Cost	Scope completed	Halls Creek: December 2009 Fitzroy Crossing: December 2009 Kununurra: December 2010 Roebourne: December 2011 Swan: December 2011	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
Management – Building/refurbishment			Building design and construction	Completion of building/refurbishment	Halls Creek: Quarter 4, 2010 Fitzroy Crossing: Quarter 2, 2011 Kununurra: Quarter 4, 2012 Roebourne: Quarter 4, 2013 Swan: Quarter 4, 2013	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
Service Delivery – types and/or models	To develop an integrated model of service delivery in each location that is responsive to local needs. All services will include early childhood education and care and be responsive to Indigenous community needs, including parent and family support services	DOE to lead service delivery modelling in consultation with: - Indigenous community stakeholders - departments of Health, Education & Communities - Commonwealth departments of DEEWR, FaHCSIA. - local government - Sector stakeholders	It is anticipated that competent, culturally appropriate organisations will be contracted to carry out the community consultation in each location For each site: Service mapping: - Current available services - Planned and funded future services - Current and projected uptake of services by target group Service gap analysis: - Additional services required - Identification of service duplication and overlap - Potential for modification of currently provided services - Community consultation will take place at all levels within the community, Local Government, NGOs Service model development: - Review of evidence base for addressing service gaps - Enhance or create models of integration between services - Specification of initial additional services to be provided - Centre-based - Satellite and mobile - Outreach	Service model finalised Operator selection process started/completed Service commences operation	Halls Creek: June 2010 Fitzroy Crossing: June 2010 Kununurra: Dec 2010 Roebourne: Dec 2011 Swan: Dec 2011 Halls Creek: July/Dec 2010 Fitzroy Crossing: July/Dec 2010 Kununurra: Jan/June 2012 Roebourne: Jan/June 2013 Swan: Jan/June 2013 Halls Creek: February 2011 Fitzroy Crossing: May 2011 Kununurra: September 2012 Roebourne: September 2013 Swan: September 2013	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
Service Delivery – types and/or models Continued			 Models will be able to adapt over time to respond to changing community needs Service delivery types, model selection and implementation will maximise community ownership and partnership Select culturally competent service provider in each site with demonstrated capacity to establish effective linkages with local early childhood services, family support networks and deliver all components of the locations specific service model Determine most appropriate funding round to be conducted (open, targeted, negotiated) to ensure appropriate submissions are received Conduct funding round to attract submissions from non- government organisations that have the capacity to deliver agreed service requirements in relevant locations The WA Indigenous Early 	Operator selection process started/completed	Halls Creek: July/Dec 2010 Fitzroy Crossing: July/Dec 2010 Kununurra: Jan/June 2012 Roebourne: Jan/June 2013 Swan: Jan/June 2013	
			Childhood Development Steering Group will carry out assessment and selection of providers. (see Governance section on page 1)			

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
Service Delivery – Staffing and Workforce Development	Develop a critical mass of skilled and trained workers for each site. Where practical, positions in the C&FCs should be filled by suitably trained and competent indigenous staff Increase Indigenous employment, skill development in each location where C&FC services are established Develop the capacity of Indigenous communities in each of the locations where C&FC services are established	DOE to lead consultations with key staff from DfC, DOE, DOH, DIA, Disabilities Services Commission (DSC) & Non Government Organisations (NGOs) and Community organisations including the Aboriginal Medical Service (AMS)	 Attract, employ and retain local staff. This may involve: Provide training and support for universal service providers to strengthen their capacity to cater for the needs of a broad range of children and families Identify professional development opportunities to up-skill and retain existing workforce Develop flexible training opportunities that target Indigenous workers Engage mentors Identify potential opportunities for morkforce participation of professional development opportunities that target Indigenous workers Engage mentors Develop a workforce plan relevant to build on and identify potential opportunities for workforce growth Develop strategies to ensure that agencies and community organisations engage in succession planning Support the development of flexible training models to remove the barriers to participation for Indigenous workers Establish links to key universities who are development to and professional development of professional development of participation for Indigenous workers 	Service delivery staff appointed in preparation for commencement of service Service delivery staff includes appropriate proportion of local Indigenous people, reflecting population of working age and capacity Location specific workforce plans developed Staff to receive ongoing professional development	Halls Creek: July/Dec 2010 Fitzroy Crossing: July/Dec 2010 Kununurra: Jan/June 2012 Roebourne: Jan/June 2013 Swan: Jan/June 2013	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
			support via technology (e.g. Curtin University/Health Institute)			
Linkages and co- ordination	To ensure the delivery of integrated services across Elements 1, 2 and 3, through strong interagency cooperation and consultation To ensure - effective linkages in each location between the C&FC and relevant State or Commonwealth provided or funded services; - that services continue to be relevant to the local indigenous community - that services are best suited to contribute to improved outcomes in Indigenous early childhood development and care.	 DOE will implement a governance framework to: enable state-wide coordination provide linkages to Indigenous and sector representatives ensure co-ordination with initiatives under other COAG reforms enable co-ordination in C&FC communities provide linkages to local government, regional sector and local Indigenous stakeholders enable ongoing consultation to adapt the C&FC service model to changing needs and service profiles in C&FC communities 	 Establish (or identify) state- wide reference group for Effective links between relevant State agency central offices Commonwealth State offices Coordinated consultation with sector groups and Indigenous representative groups (e.g.: Aboriginal Affairs Co ordination Committee, Indigenous Early Childhood Steering Committee) Development of integrated approaches in RSD communities Establish regional reference groups (or leverage of existing groups, e.g.: Fitzroy Futures Forum) for each location, or region if locations are in close proximity, for Effective links between relevant local Indigenous leaders Regional offices and forums local government 	Governance structures established	Halls Creek: Jan/June 2010 Fitzroy Crossing: July/Dec 2010 Kununurra: July/Dec 2010 Roebourne: July/Dec 2011 Swan: July/Dec 2011 Halls Creek: Jan/June 2010 Fitzroy Crossing: July/Dec 2010 Fitzroy Crossing: July/Dec 2010 Kununurra: July/Dec 2010 Kununurra: July/Dec 2010 Roebourne: July/Dec 2011 Swan: July/Dec 2011	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
			 Coordinated consultation and engagement with regional sector groups and consultative mechanisms, Indigenous client groups Development of integrated approaches in RSD communities Continued linkages and coordination to advise on service model and improvements 	Sites selected informed by site preferences and access requirements	Halls Creek: July/Dec 2009 Fitzroy Crossing: July/Dec 2009 Kununurra: July/Dec 2010 Roebourne: July/Dec 2011 Swan: July/Dec 2011	
	Establish reference group (or use existing groups e.g.: Fitzroy Futures Forum) for each location with the capacity to link with Indigenous groups, other service providers, and academic institutions	DOE/DOH to pursue potential partnership with academic institutions	DoH &DOE to develop contact and consultation with key academics including Aboriginal researchers from WA Institute of Child Health	Reference group and partnership established	Will occur during the consultation phase	1
	Audit of current services delivered by government, non government, business and private agencies	DIA has agreed to provide audit information to DfC (or another agreed consulting body) on current services and programs in each of the priority locations	Audit is provided and services are identified and updated on a quarterly basis Collect data from current Report on Government Services (ROGS) and liaise with DIA	Audit and transfer/sharing of information completed	Will occur during the consultation phase	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
	Coordination of National Partnership Agreements' inputs, outputs and outcomes is achieved Linkages are made with related National work	Project Team to ensure that it has knowledge of relevant NPs and other strategic work: Implementation within WA, and how they can enhance the outputs and outcomes required for the Indigenous Children and Family Centres. Examples include: • Remote Service Delivery • Universal Access • Indigenous Early Childhood Education Framework • Low SES School Communities.	Networks with Teams responsible for implementing other NPs are developed Information is shared Opportunities to coordinate joint implementation are explored, and where viable,, implemented.	Outputs and Outcomes from relevant NPs support the implementation of the Indigenous Early Childhood Development NP and the Indigenous Children and Family Centres	Ongoing	
Community Involvement	To ensure community development and community ownership of C&FC services		Develop community consultation strategies through the regional reference groups For x location – building on community consultation carried	Consultation and engagement commencement/completion DESIGN	Halls Creek: Jul/Dec 2009 Fitzroy Crossing: Jul/Dec 2009	
			out by FaHCSIA For x location and x location, utilising community engagement and consultation	SERVICE MODELS & GOVERNANCE STRUCTURES	Halls Creek: Jan/June 2010 Fitzroy Crossing: Jan/June 2010	
			strategies developed for RSD communities	DESIGN SERVICE MODELS & GOVERNANCE STRUCTURES	Kununurra: July/Dec 2010 Roebourne: July/Dec 2011 Swan: July/Dec 2011	
	Audit of current services delivered by government, non government, business and private agencies	DIA to provide audit information to DfC on current services and programs in each of the priority locations	Audit is provided and services are identified and updated on a quarterly basis Collect data from current Report on Government Services (ROGS) and liaise with DIA	Audit and transfer/sharing of information completed	Will occur during the consultation phase	

Milestone (Essential Wha elements) (Ain	at are we trying to do? m)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
estat servi - Hal - Fitz - Roe	eport on progress in the ablishment of C&FC vices in : ulls Creek zroy Crossing bebourne inunurra van		Progress reporting on agreed outputs Community consultation to generate baseline data & provision of comparative data demonstrating: increased proportion of Indigenous three and four year olds participating in quality early childhood education and development and child care services; increased proportion of Indigenous children attending the Children and Family Centres who go on to attend school regularly; increased proportion of Indigenous children and families accessing a range of services offered at or <i>through</i> Children and Family Centres, including but not limited to childcare, early learning, child and maternal health, and parent and family support services; - Establishment of a minimum of 5 Children and Family Centres in urban, regional and remote areas with high Indigenous populations and disadvantage commencing progressively from Quarter 4, 2010	Community consultation: - Consultation schedule completed Service model development: - Service maps, service gap analysis, consultation re service modification and integration, specification of location-based C&FC services Service establishment: - Workforce profile - Infrastructure profile	Summary of community consultation activity – January 2010: ➤ Halls Creek and Fitzroy crossing. August 2010: ➤ Kununurra Summary of service model development January 2010: ➤ Halls Creek and Fitzroy crossing August 2010: ➤ Kununurra Summary of workforce and infrastructure characteristics August 2010: ➤ Halls Creek and Fitzroy crossing January 2011: ➤ Kununurra	

Milestone (Essential elements)	What are we trying to do? (Aim)	Who will do it? (Roles and responsibilities)	How are we going to do it? (Strategies)	How will we know how we are going? (Measures)	How long will it take? (Timeframe)	What is the estimated cost? (\$)
			 Provision of early learning, child care and parent and family support services to Indigenous families at or through each of the Children and Family Centres Ensure funding agreements (with NGOs)include relevant reporting and data quality requirements 			
Risk Management	To monitor issues, identify risks and develop mitigation strategies for the implementation of the National Partnerships and establishment and operation of each C&FC.	DOE in conjunction with major stakeholders: DoH, DIA, Building Management and Works	Development of state-wide risk management plan, to include: - state-wide co-ordination risks - communication and engagement risks - risks relating to other relevant COAG reforms Development of location specific risk management plans, to include: - site and building risks - service provider risks - community ownership risks - service fit risks Establishment of state-wide and regional reference groups Development of community consultation and engagement strategy Monitoring and reporting strategies to highlight risks	Risk matrix developed for state- wide and location specific risks Community consultation commenced	Risk matrices developed Halls Creek: January 2010 Fitzroy Crossing: January 2010 Kununurra: January 2011 Roebourne: January 2011 Swan: January 2011	

Summary of Milest	ones and Commonwealth Payments – Western Australia					
Element 1 – Establishment of 5 Children and Family Centres						
Reporting Period	Agreed Milestones for the Period	Commonwealth Payment Amount *				
	Facilitation Pa	yment - January 2009	\$2.53m			
	Facilitation P	ayment –January 2010	\$8.00m			
Jan –June 2009	 Data analysis and short list of locations reviewed and agreed between Western Australian agencies Halls Creek 2008 scoping report evaluated in consultation with stakeholders 	Receipt of Annual Report 31 August 09 describing achievement against Milestones				
July – Dec 2009	 Halls Creek Consultation and engagement commenced Site selected Design agreed Fitzroy Crossing Consultation and engagement commenced Site selected Design agreed 	Receipt of Progress Report 31 January 09 describing achievement against Milestones				
	Design agreed		Total: \$1.7m			

Reporting Period	Agreed Milestones for the Period	Basis of Payment	Commonwealth Payment Amount *	
Jan –June 2010	 Halls Creek Service model finalised Governance structures established Tender awarded Construction commenced 			
	 Fitzroy Crossing Scoping report finalised Service model finalised Governance structures established Tender awarded 		Total: \$2.57m	
July – Dec 2010	 Halls Creek Building completed Operator selection 			
	 Fitzroy Crossing Construction commenced Operator selection 			
	 Kununurra Scoping report finalised Site selected Design agreed Service model finalised Governance structures established 		Total: \$4.2m	

Reporting Period	Agreed Milestones for the Period	Basis of Payment	Commonwealth Payment Amount *
Jan –June 2011	 Halls Creek Commence Operation 		
	 Fitzroy Crossing ➢ Building completed 		
	 Kununurra Fender awarded 		Total: \$3.3m
July – Dec 2011	 Halls Creek Maintain operation 		
	 Fitzroy Crossing Commence Operation 		
	 Kununurra Construction commenced 		
	 Roebourne Scoping report finalised Site selected Design agreed Service model finalised Governance structures established 		

	 Swan Scoping report finalised Site selected Design agreed Service model finalised Governance structures established 		Total: \$4.15	
Reporting Period	Agreed Milestones for the Period	Basis of Payment	Commonwealth Payment Amount *	
Jan –June 2012	 Halls Creek Maintain operation Fitzroy Crossing Maintain operation Kununurra Operator selection 		Total: \$1.0m	
July – Dec 2012	 Halls Creek Maintain operation Fitzroy Crossing Maintain operation Kununurra Building completed Commence operation 			

	 Roebourne Tender awarded Construction commenced Swan Tender awarded Construction commenced 		Total: \$6.0m
Reporting Period	Agreed Milestones for the Period	Basis of Payment	Commonwealth Payment Amount *
Jan –June 2013	 Halls Creek Maintain operation Fitzroy Crossing Maintain operation Roebourne Operator selection Swan Operator selection 		Total: \$1.1m
July – Dec 2013	 Halls Creek Maintain operation Fitzroy Crossing Maintain operation 		

Total Australian Government Payment			
	Commence operation		Total: \$2.5m
	• Swan		
	 Roebourne Commence operation 		
	 Kununurra Maintain operation 		
	 Fitzroy Crossing Maintain operation 		
Jan-June 2014	 Halls Creek Maintain operation 		
Reporting Period	Agreed Milestones for the Period	Basis of Payment	Commonwealth Payment Amount *
	 Swan Building completed Commence operation 		Total: \$5.3m
	 Roebourne Building completed Commence operation 		
	 Kununurra Maintain operation 		

• Payments can be made on a pro-rata basis if milestones for the period are only partially completed, if this occurs, the remaining portion of the payment will be made available immediately following completion of relevant milestone.

		Jan 2010 facilitation						
\$ in millions	2008/2009	payment	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	Total
NP phasing	\$2.53	0	\$10.79	\$9.81	\$7.98	\$5.62	\$5.62	\$42.35
Milestone phasing	\$2.53	\$8.0	\$4.27	\$7.5	\$5.15	\$7.1	\$7.8	\$42.35