ACA New South Wales

1 October 2025

The Hon Michelle Rowland MP
Federal Attorney-General
Parliament of the Commonwealth of Australia
Parliament House
CANBERRA ACT 2600

Dear Federal Attorney-General,

Re: Inadequate whistleblower protections for the early childhood education and care sector

The Australian Childcare Alliance (ACA) NSW is the peak body for over 1,600 privately-owned predominantly small to medium-sized family-owned and operated businesses who provide early childhood education and care services in New South Wales. ACA NSW members employ over 25,000 employees and are committed to providing excellence in early childhood education and care for the more than 125,000 children and their families.

In light of a series of child safety abuses, ACA NSW is pleased to finally see structural reform in the proposed *Children (Education and Care Services National Law Application) Amendment Bill 2025* currently before the Parliament of New South Wales.

That said, ACA NSW remains eager to have more clarity on the proposed reforms as well as the overall roadmap of improvements so that confidence with parents and families as well as early childhood education services, educators and teachers can be rebuilt.

As early as August 2023, ACA NSW has asked for appropriate whistleblower protections even prior to the vindication of Queensland's charges against Yolanda Borucki for her attempts to expose and foil Australia's worst paedophile in relation to Operation Tenterfield.

Unfortunately, the proposed whistleblower protections as outlined in the NSW Bill will protect some individuals, but not all that would be or ought to be involved to ensure the risks to children are removed. These concerns have also been confirmed by our lawyers from a defamation and industrial perspective (see enclosed).

While the NSW early childhood education and care sector continues to seek earlier engagement in all investigations so as to prevent risks to children from occurring and/or continuing, the absence of comprehensive whistleblower protections with legal and industrial protections will arguably ensure risks to children to either perpetuate or be transferred to other children elsewhere.

These concerns are part of our submission to the NSW Parliamentary Inquiry into the *Children (Education and Care Services National Law Application) Amendment Bill 2025*.

May we also take this opportunity to raise again the anticipated impost of a minimum of 45 years of appropriate records being held. It is one of the recommendations that emanate from the Royal Commission into Institutional Abuse. This was raised again with your predecessor, the Hon Mark Dreyfus KC MP, leading up to this year's Federal Election.

Although the Federal Government formally deemed the minimum 45 years of record keeping not legally required, it remains touted as best practice by the Australian Children's Education & Care Quality Authority (ACECQA)'s Best Practice Record Keeping: Supporting Child Protection (September

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2025). This despite our concerns about prosecutorial, operational and technological challenges while maintaining custodial and data integrity throughout at least 45 years across multiple ownerships.

ACA NSW welcomes the opportunity to engage with you and others in order to achieve the most effective child safety requirements while balancing them with anticipated challenges.

And please feel free to contact us should you need any further information, clarification or assistance.

Yours sincerely,

Chiang Lim
CEO

cc The Hon Jason Clare MP, Federal Minister for Education
The Hon Amanda Rishworth MP, Federal Minister for Employment and Workplace Relations
Senator the Hon Jess Welsh, Federal Minister for Early Childhood Education
The Hon Prue Car MP, Deputy Premier and Minister for Education & Early Learning
The Hon Courtney Houssos MLC, a/Minister for Education & Early Learning
The Hon Yasmin Catley MP, NSW Minister for Police
The Hon Kate Washington MP, NSW Minister for Families and Communities
The Hon Michael Daley MP, NSW Attorney-General
Parliamentary Committee No 3 – Education, Parliament of New South Wales
Gabrielle Sinclair, CEO, Australian Children's Education & Care Quality Authority
Rachael Ward, a/NSW Children's Guardian
Mark Barraket, Deputy Secretary, NSW Department of Education
Det Supt Linda Howlett APM, Commander, NSW Police Child Abuse Squad

encl Copy of legal advice on proposed new whistleblower protections in the *Children (Education and Care Services National Law Application) Amendment Bill 2025*

Copy of letter to the former Federal Attorney-General the Hon Mark Dreyfus MP

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22 September 2025

Our Ref:

Chiang Lim
CEO
ACA New South Wales

Dear Chiang

ADVICE REGARDING CHILDREN (EDUCATION AND CARE SERVICES NATIONAL LAW APPLICATION) AMENDMENT BILL 2025

We refer to your email dated 12 September 2025 seeking advice regarding the *Children (Education and Care Services National Law Application) Amendment Bill 2025* (NSW) (the **Bill**) currently before the New South Wales Parliament, and its potential interaction with the provisions of the Commonwealth *Fair Work Act 2009* (Cth) (**FW Act**) and other pieces of federal legislation.

We set out our advice below.

1. EXECUTIVE SUMMARY

1.1 For brevity, we have provided the following executive summary of our advice:

(a) The Bill, currently before the NSW Parliament, proposes to enhance regulatory powers in the early childhood sector by increasing transparency, enforcement capabilities, and public reporting, including expanded powers for publication of information about educators and providers under investigation. It also introduces new whistleblower protections and immunity provisions for 'protected persons' who publish or republish such information;

(b) The amendments sought under the Bill do not override or displace obligations under the FW Act, which continues to apply to all national system employers and employees;

(c) Where an employer / provider considers taking action in response to a regulatory investigation (e.g. suspending or dismissing an educator), protections under the FW Act will still apply; and

(d) Standing down an employee without pay is only lawful in the very limited circumstances contemplated under section 524 of the FW Act. In most cases, where regulatory authorities have not directed a stand down, employers should treat stand-downs or suspensions as paid leave while undertaking a fair and lawful internal process.

2. BACKGROUND

2.1 On 10 September 2025, the New South Wales Parliament introduced the Bill as part of a larger package of legislation, being the '*Child Protection (Working with Children) and Other Legislation Amendment Bill 2025*' (the **Child Protection Bill**).

2.2 The Child Protection Bill seeks to amend various Acts in relation to persons working with children and other vulnerable persons, including the *Children (Education and Care Services National Law Application) Act 2010* (NSW) (the **Children's Act**) and the *Children (Education and Care Services) National Law (NSW)* No 104a of 2010 (the **National Law**).

2.3 The purpose of the Bill is more confined; that is, to make amendments to the Children's Act that modify the National Law and the *Education and Care Services National Regulations,* following the Early Childhood Education and Care Regulation in NSW Independent Review.

2.4 In short, the Bill proposes to:

(a) Provide that protection of the rights and best interests of children is paramount in the provision and regulation of early childhood education and care;

(b) Improve the quality and performance of the early childhood education and care sector;

(c) Strengthen regulatory presence, intensity and efficacy in the sector, including through increased penalties, additional offences, and heightened monitoring and enforcement;

(d) Increase transparency, proactive publication and information sharing in the sector; and

(e) Improve public confidence in the sector.[1]

2.5 We understand that ACA NSW has a particular interest in the parts of the Bill that will introduce new whistleblower protections for certain persons relating to publication of information, amongst other amendments.

2.6 However, ACA NSW wants to understand how these proposed changes will interact with existing 'industrial' laws; in particular the FW Act.

3. PROTECTION FROM LIABILITY FROM PUBLICATION OF INFORMATION

3.1 To understand the potential impact of the proposed changes, we must firstly understand the existing legislative framework.

3.2 Section 270 of the of the National Law deals with the publication of information and provides that the National Authority[2] and the Regulatory Authority[3] may publish certain information about approved providers, approved education and care services and nominated supervisors.

3.3 Section 270 already imposes certain obligations of transparency on education and care services. For example, providers in the sector can expect that their compliance history, ratings, service information etc, may become publicly available information.

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[1] *Explanatory Note*

[2] Please refer to Section 5 of the National Law. This term means the Australian Children's Education and Care Quality Authority established under this Law.

[3] Please refer to Section 5 of the National Law. This term means a person declared by a law of a participating jurisdiction to be the Regulatory Authority for that jurisdiction or for a class of education and care services for that jurisdiction.

3.4 However, the Bill proposes to omit the existing subsections 270 (5) and (6) of the National Law, and insert new sections. These sections currently permit the Regulatory Authority to publish prescribed information about enforcement actions taken under the National Law, including information about compliance notices, prosecutions, enforceable undertakings, suspension or cancellation of approvals, and any other prescribed matters. However, the new sections to be inserted would significantly expand on the existing provisions of the National Law, and provide for a greater number of enforcement actions (including that the Regulatory Authority may publish information about enforcement action 'being' taken, rather than only after action is taken).

3.5 In addition to the above amendments, the Bill would also introduce an entirely new section 270A. This new section would create broad legal immunity for certain 'protected person(s)' or entities who publish or republish information under section 270. The term 'protected person' will be defined to mean:

(a) the Minister; or

(b) the Regulatory Authority; or

(c) the proprietor, editor or publisher of a newspaper; or

(d) the proprietor or broadcaster of a radio or television station or the producer of a radio or television show; or

(e) an internet service provider or internet content host; or

(f) a member of staff of, or a person acting at the direction of, a person referred to in this definition; or

(g) a person, or a person belonging to a class of persons, prescribed by the NSW regulations.[4]

3.6 Evidently, a significant new level of legal protection will exist for 'protected persons' if the Bill is passed. However, this is not the end of the change. There is a real (and currently unanswered) question as to how these new state laws will interact with federal laws already in place, and whether there is continuing legal exposure for providers arising from these other instruments.

3.7 We will now deal with this question in detail.

4. INTERACTION BETWEEN STATE AND FEDERAL LAWS

4.1 Firstly, it is necessary to understand how the FW Act and state and/or territory legislation interact in a general sense, in order to determine whether the proposed new NSW provisions will exist alongside of, supplement, or be overruled by the FW Act.

4.2 The interaction of state/territory industrial legislation with the FW Act is dealt with at sections 26 to 30 of that Act, and regulations 1.13 to 1.15 of the *Fair Work Regulations 2009* (the **Regulations**).

[4] The Bill, paragraph [27], page 35.

4.3 Section 26 of the FW Act is described as a 'cover the field' provision; that is, it makes it clear that the Act is intended to apply to the exclusion of all other state or territory industrial laws so far as they would otherwise apply to national system employers and employees. This section relevantly provides that:

> *"This Act is intended to apply to the exclusion of all State or Territory industrial laws so far as they would otherwise apply in relation to a national system employee or a national system employer."*

4.4 The balance of section 26 details:

(a) what a state or territory industrial law is;[5]

(b) what is considered a general state industrial law;[6] and

(c) that a law or an act of a state or territory applies to employment generally if it applies to all employers and employees in the State or Territory or all employers and employees in the state or territory except those identified by a law of the state or territory.[7]

4.5 Notwithstanding the intended operation of the FW Act as a "cover the field" provision (as enunciated in section 26), there are certain state and territory laws that are specifically *not* excluded (i.e. they are exceptions to section 26), meaning that in certain circumstances some state and territory laws can continue to apply, even under the federal system.

4.6 These include:

(a) Those referred to at subsection 27(1)(b), which are laws prescribed by the Regulations as those to which section 26 does not apply (see paragraph 4.7 below);

(b) Those referred to at subsection 27(1)(c), which are laws dealing with "non-excluded matters"; and

(c) Those referred to at subsection 27(1)(d), which are laws which deal with "rights and remedies" incidental to the aforementioned.

4.7 Section 27 of the Act makes it clear that the laws dealt with by the terms of section 26, but for the provisions of section 27, are not intended to apply to national system employers and national system employees.[8] While section 26 of the Act outlines the matters covered by the FW Act, section 27 makes it clear that, certain state and territory laws are generally excluded for national system employers and employees. Section 27 of the Act also explains that some specific matters that might otherwise be excluded under section 26 of the Act will still apply. One example of such laws are those relating to apprentices and trainees.

4.8 Further, sections 28 and 29 of the FW Act and regulations 1.13 and 1.15 of the Regulations provide further detail regarding the interaction of state and territory laws, the FW Act, the NES and modern awards/enterprise agreements.

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[5] Section 26(2).
[6] Section 26(3).
[7] Section 26(4).
[8] *Master Builders Australia Limited* [2012] FWAFB 10080

4.9 Having regard to the above, sections 26 and 27 of the FW Act will operate generally to limit the application of state and territory laws to national system employers and employees, unless they relate to 'non-excluded matters' or if they fall into one of the categories identified at paragraph 4.6 above.

4.10 For present purposes therefore:

(a) The National Law is a state law regulating child safety, provider licensing, educator suitability, and care standards etc. It is not an industrial law regulating employment conditions or regulating wages, hours, etc;

(b) The National Law remains a fully effective and applicable law, even for national system employees and employers (i.e. those to whom the FW Act applies); and

(c) National system employers and employees must comply with the obligations and enjoy the protections set out under the FW Act, which are unaffected by any changes proposed to be made to the National Law.

4.11 Returning to the question posed at the start of this section, it is therefore apparent that the amended provisions of the National Law would exist alongside of, and potentially supplement, those provided under the FW Act, but would not supplant the FW Act provisions.

5. OVERVIEW OF FW ACT PROVISIONS

5.1 That being the case, even if the Bill becomes law and the amendments are made, there will still be a range of provisions of the FW Act about which a provider will need to be aware before taking action that may be required to be compliant with its other legislative and regulatory obligations; for example, suspending an employee pending investigation. Relevantly:

(a) **General Protections:** the General Protections provisions of the FW Act will apply. These are set out at Part 3-1 of the FW act. In summary:

(i) An employer or provider cannot take *adverse action*[9] against an employee for a prohibited reason. By way of simple illustration: if an employee makes a complaint about a safety issue, their employment cannot be terminated because their employer is annoyed that they raised the concern.[10]

(ii) Often a critical legal issue in General Protections claims is not whether the adverse action has occurred, but whether the decision to take the action was made for a prohibited reason. For example: was the action taken because

[9] Section 340(1) of the FW Act. This subsection makes it unlawful for a person to take "adverse action" against another person because the other person has a "workplace right", or has, or has not, exercised a workplace right, or proposes or proposes not to exercise a workplace right.

[10] The term "adverse action" includes where the employer dismisses the employee, injures the employee their employment, alters the position of the employee to the employee's prejudice or discriminates between the employee and other employees of the employer.

the employee exercised a workplace right[11] (which is a prohibited reason) or for some other legitimate, lawful reason?

(iii) Where an employee can identify a potentially prohibited reason and an instance of adverse action, there is a statutory presumption that the taking of the action was due to the unlawful reason, unless the employer/respondent can demonstrate that this was *not* the case.

(iv) By way of example, even if the Regulatory Authority publishes the name of an educator who is under investigation or has had an approval suspended, the employer / provider must still comply with the requirements under the FW Act when dealing with related matters i.e. – an employer should not automatically dismiss the employee without undertaking a procedurally fair process, which may require a fact-finding investigation. In particular, the employer / provider should make clear that the termination has arisen due to lawful and non-discriminatory reasons, rather than leaving it open to the employee to assert that there was some unlawful reason behind the decision. For example: an educator is named in a Regulatory Authority update as being under investigation for an alleged breach and around the same time, the educator had also recently requested flexible working arrangements due to carer responsibilities. If the employer dismisses the educator immediately after the publication, without conducting their own investigation or following a fair process, the educator may allege that the termination was in response to their flexible work request, not the alleged misconduct, giving rise to a potential general protections claim under the FW Act.

(b) **Unfair dismissal claims:** As with General Protections, the provisions of the FW Act at section 385 protecting national system employees against unfair dismissal will still apply. Provided the jurisdictional requirements are met, even an employee who has been publicly identified in the manner outlined at (a) above will still be eligible to make a claim for unfair dismissal if their employment ceases – notwithstanding the fact that the Regulatory Authority itself will be immune from any consequences of the publication. This means that an employer / provider would need to take appropriate steps to ensure the dismissal is not "harsh, unjust or unreasonable". This would involve:

(i) ensuring there is a sound and defensible factual basis for making the decision to terminate (a "valid reason"), which in this example may still require the provider to undertake its own factual investigation even if (for example) the employee has been charged but not convicted in the criminal jurisdiction; and

[11] See section 340 of the FW Act. A person is said ot have a "workplace right" if the person is entitled to the benefit of, or has a role or responsibility under, a workplace law, workplace instrument or order made by industrial body, or is able to initiate or participate in, a process or proceedings under a workplace law or instrument, or is able to make a complaint or inquiry in accordance with that section,

(ii) affording the employee an appropriate degree of procedural fairness; i.e. an opportunity to respond to the "valid reason".[12]

(c) **Discrimination:** National system employers and employees are protected from discrimination claims under section 351 of the FW Act, and federal anti-discrimination laws, which prevent them from taking adverse action against an employee for a broad range of protected attributes, such as race, sex, age, disability, or family responsibilities etc. Employers will still need to be mindful that any action taken against an employee (for example, stand down / suspension, and or other disciplinary measures), is not unlawfully based on a protected attribute, which could potentially give rise to a discrimination claim. For example, if an employee is being investigated for conduct linked to a psychological condition, and the employer acts without exploring whether that condition contributed to the behaviour, the employee may allege disability discrimination. Or, if an educator with family or carer responsibilities is suspended or dismissed following a regulatory notification, and the employer fails to establish that the decision was based on lawful and legitimate reasons unrelated to those responsibilities, the employee may seek to bring a claim on the basis that the true reason for the action was actually those responsibilities.

6. SPECIFIC EXAMPLE – REGARDING STAND DOWN

6.1 In your email dated 12 September 2025, you have provided a specific example of a situation that may arise, namely:

(a) an educator/ECT is "suggested" to be a risk to children;

(b) however, the status of the evidence is either unclear or inconclusive, and none of the NSW authorities has provided any instruction/advice to stand the educator/ECT down.

6.2 You have asked whether the employer will be protected industrially from any FW Act sanctions/penalties if the employer were to suspend or move that educator/ECT without agreement from the educator/ECT.

6.3 In this scenario, and having regard to the general advice provided above, we note that:

(a) In this instance, the employer may form the view it has a lawful and reasonable basis to take the matter further, if there appears to be genuine child safety concerns, even where not required to do so by the regulatory authorities.

(b) That being the case, the employer may wish to suspend the employee pending an investigation, which may (or may not) result in termination.

(c) Fundamentally, the protections afforded under the FW Act will still apply.

(d) This means the employer is still required to follow a fair and proper process which is compliant with the terms of the FW Act, and in accordance with any industrial instrument and/or employment contract which is in place.

[12] Subsection 387(c).

6.4 One of the most common questions in these cases is, even if the employer is not *required* to suspend/stand down the employee pending further enquiries, are they still *entitled* to do so?

6.5 The short answer to this question is usually that the employee can lawfully be suspended / stood down, provided this is done with pay. Relevantly:

(a) There are only certain limited circumstances in which an employee can be stood down under the FW Act without pay, set out at subsection 524(1), and in the vast majority of cases, none of these circumstances will be applicable.

(b) The operation of subsection 524(2) also potentially impacts the circumstances in which stand down without pay can occur. It provides that if an enterprise agreement or contract of employment applies to the employer and the employee, and that instrument provides for the employer to stand down the employee during a period for a reason referred to in subsection (1), then the employee cannot be stood down under subsection (1), but they may be able to be stood down under the enterprise agreement or contract. In short, this means the capacity to stand down without pay will be very much dependent on the instruments applicable to a particular employee.

(c) Even if an employee cannot be stood down without pay, the employer will still have the capacity to suspend *with pay*. An employee will have a contractual right to be paid remuneration in circumstances where they are ready, willing and able to work. In this instance, we would say that the employee remains "ready, willing and able" (because the provider has not been directed to remove them by the regulator), and accordingly, they are entitled to be paid. This does not mean, however, they are entitled to actually *attend* for work. That being the case, the provider is entitled to direct them to remain away from the workplace *with pay* while they conduct an investigation.

(d) Finally, Individual circumstances / concerns should be assessed on a case-by-case basis. However, as a general guide, we recommend that employers first assess whether there is a valid reason to stand the employee down (for example, where the action is necessary to protect children), and:

(i) Seek specific advice depending on the individual circumstances;

(ii) Assess the employee's relevant industrial instruments / employment contract, and ensure that any action or direction given is consistent with those instruments;

(iii) Ensure that the employer has complied with their own internal policies;

(iv) Clearly document the risk, and any measures taken throughout the process (i.e. if there is genuine risk, document the basis for the concern);

(v) Afford procedural fairness, for example, raise the concern with the employee and provide the employee with an opportunity to respond; and

(vi) Where it is considered appropriate to stand the educator down, unless specifically provided, paying the educator for the stand down period.

(e) In our view, taking other action against an educator/ECT without a reasonable basis to do so, and without a fair and proper process or regulatory instruction, will carry with it a relatively high level of legal risk. Importantly, there is no automatic protection under the FW Act akin to that which 'protected persons' will have if the Bill becomes law.

7. NEXT STEPS

7.1 We trust this advice assists.

7.2 Once you have reviewed the above, please let us know, if you have any questions or if you wish to discuss the matters set out in this advice further at all.

If you have any questions, please contact Kate Thomson on (02) 4989 1003 or Clauda Simmons on 4989 1012.

Yours sincerely

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ACA New South Wales

1 March 2025

The Hon Mark Dreyfus KC MP
Federal Attorney-General
Parliament of the Commonwealth of Australia
PO Box 6022
CANBERRA ACT 2600

Dear Federal Attorney-General Dreyfus,

Re: Low convictions of Australia's worst paedophile and concerns for weaknesses in the existing legal and regulatory frameworks

It was indeed an absolute pleasure to see you yesterday (Friday, 28 February 2025). And thank you and the Hon Dr Anne Aly MP again most sincerely for your assistance in clarifying the *Royal Commission into Institutional Responses to Child Sexual Abuse*'s recommendation of storing relevant children's records for at least 45 years in the context of early childhood education and care services.

As discussed, ACA NSW continues to be concerned about our jurisdictional and cumulative response(s) to Australia's worst paedophile, as well as our preparedness for future assaults against innocent children from birth to 5 years old.

Despite 1,623 charges announced by the Australian Federal Police, the NSW Police and the Queensland Police in August 2023, thus far 307 convictions have been declared and exclusively in Queensland. But after 18 months, will there be further prosecutions to the remaining 1,136 charges in Queensland? And when will that animal be extradited to New South Wales to stand trial for the 180 charges?

ACA NSW has been active on this issue because our values compel us to ensure that all early childhood education and care services are consistently child safe environments.

We are a member of the NSW Department of Education's Early Childhood Advisory Group (ECAG) and this year held its first discussion with the NSW Police.

While our engagement remains ongoing and beyond the NSW Regulatory Authority, we continue to be concerned that the existing legal and regulatory frameworks may be contributing toward our collective weaknesses to achieve a completely child safe environment.

One example being the Queensland whistleblower (Mrs Yolanda Borucki) who was instead charged one count of computer hacking but was ultimately found not guilty only four days before Christmas 2024.

Another concern from a New South Wales perspective arise when realising that New South Wales has the nation's highest numbers of breaches for five consecutive years, yet the Quality Ratings suggest 91% are rated meeting the National Quality Standards (NQS) if not higher. Of particular note:

- by end of August 2023, **93.7%** of early childhood education and care services' *Quality Area 2 – Children's Health and Safety* were rated meeting the NQS if not higher;
- by the end of FY2023/2024, **93.6%** of early childhood education and care services' *Quality Area 2 – Children's Health and Safety* were rated meeting the NQS if not higher; and
- as of 1 March 2025, **94.6%** of early childhood education and care services' *Quality Area 2 – Children's Health and Safety* were rated meeting the NQS if not higher.

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Our other concern is that to date, none of the 11 early childhood education and care services as well as their related Approved Providers have been criminally charged for negligence or being an accessory.

We are pleased that the NSW Deputy Premier has announced on 25 February 2025 at the NSW Budget Estimates that an independent assessment will begin on these concerns.

Nevertheless, ACA NSW hopes that we can work with you to ensure that all children and their families can faithfully have and rely on consistent and effective child protection infrastructure and processes.

We look forward to your reply.

Yours sincerely,

Chiang Lim
CEO

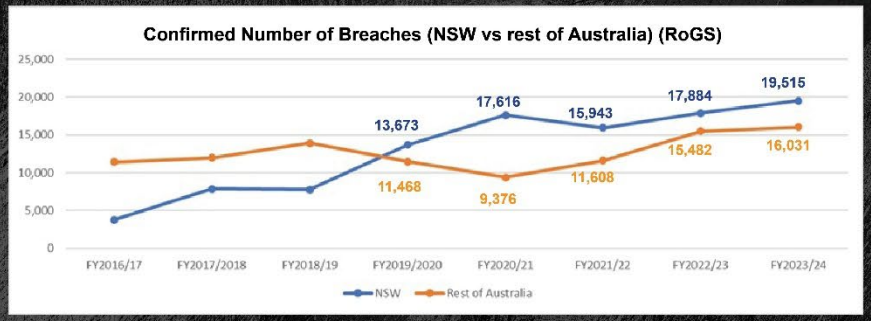
encl A. Summary of charges vs convictions of Australia's worst paedophile
B. Confirmed breaches vs Serious Incidences vs Enforcement Actions vs Quality Ratings

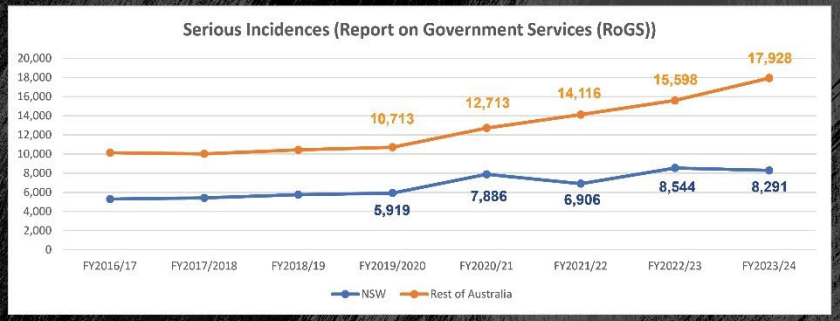
cc The Hon Prue Car MP, NSW Deputy Premier & Minister for Education and Early Learning
The Hon Dr Anne Aly MP, Federal Minister for Early Childhood Education

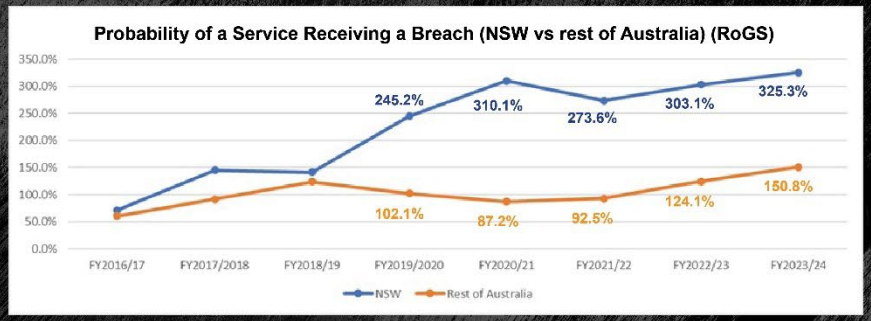
ACA New South Wales

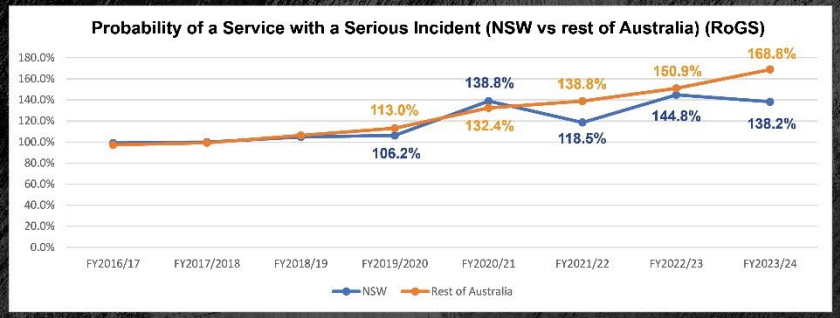
ATTACHMENT A: SUMMARY OF CHARGES VS CONVICTIONS OF AUSTRALIA'S WORST PAEDOPHILE

ATTACHMENT B: CONFIRMED BREACHES VS SERIOUS INCIDENCES VS ENFORCEMENT ACTIONS VS QUALITY RATINGS









SOURCE: Annual Productivity Commission's Report on Government Services (RoGS)

FINANCIAL YEAR (NSW)	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Enforcements & Actions	2	10	0	20	36	11	2	13
% of breaches	0.05%	0.13%	0.00%	0.15%	0.20%	0.07%	0.01%	0.07%

SOURCE: NSW Department of Education

"91% services with a quality rating are Meeting National Quality Standards or above."

SOURCE: Australian Children's Education & Care Quality Authority (ACECQA Snapshot November 2024)

93.6% services with a quality rating are Meeting National Quality Standards or above for Quality Area 2 - Children's Health & Safety."

SOURCE: ACECQA National Registers (as of July 2024)