



# STAFFING EXEMPTIONS CHILD CARE

## COMMUNITY CARE FACILITIES LICENSING PROGRAM

Items that Licensing Officers consider for a staffing exemption for Group Child Care (Under 36 Months), Group Child Care (30 Months to School Age) and Preschool (30 Months to School Age) programs.

Please refer to the InfoSheet titled “What is an Exemption” as it lists the general considerations for an application for an Exemption.

In addition to the general considerations for exemptions, the following items should be considered in a request for a staffing exemption:

- Facility information: (a) name and address of facility; (b) licence category; (c) maximum capacity; (d) name(s) of Licensee and Manager.
- Name of proposed staff person.
- Describe the unique circumstances that have resulted in a request for a lesser-qualified person to be proposed for the position.
- The Licensee’s efforts to hire the appropriate staff. Licensing must be assured that the Licensee has made every effort possible to hire a qualified person. Licensee has included evidence.
- Have any qualified individuals been turned down? What is the Licensee’s rationale?
- Has the Licensee made an effort to meet Child Care Licensing Regulation Section 34(2)(b) Schedule E 1(2)(b)(i)(ii) using staff that is employed elsewhere in the organization?
- Qualifications and experience of the proposed lesser qualified staff; please provide copies of the individual’s qualifications e.g. (ECE Licence to Practice, First-aid course, transcripts of completed coursework, and/or Licence or Certificate/s).
- Plan for proposed staff person to obtain the appropriate training and/or applicable professional Licence. Licensee to provide receipts from educational institutions, proof of enrollment from the educational institution
- Start and end date for the proposed exemption. When would the facility meet the required staff/child ratio?
- Detailed staffing schedules that demonstrate how the staff/child ratio will be organized throughout the day.
- How is the Licensee willing to enhance the staff/child ratio with additional staff?
- Licensee’s efforts to ensure that the quality of care and programming would meet the minimal standards during the exemption, e.g. staff meetings, mentoring, workshops, program or physical supports.
- What qualified person will be available if the lesser-qualified person requires assistance?

In addition to the above information, Licensing requires the following documents:

- Copy(s) of the invoice(s) from, or the advertisement placed in a major regional newspaper or online publication, advertising the Early Childhood Educator position;
- The Human Resource Center of Canada registration number for the Early Childhood Educator position;
- Copy(s) of letters to local training institutions which offer Early Childhood Education training programs, advising that the facility is recruiting qualified staff.

The *Community Care and Assisted Living Act* and the Child Care Licensing Regulation are the minimal standards to be met to ensure the health and safety of persons in care in licensed community care facilities. Exemptions can only be approved if the application indicates that there would be no increased risk to the health and safety of children in care.

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