

Early Childhood Care and Education (ECCE)

Post Inspection Rectification Actions for Approved Providers

Following an ECCE Compliance Inspection, approved providers will receive a notification, via the Hive, alerting them to the availability of the Compliance Report and outcomes. For each check conducted the Compliance report will outline the:

- Final compliance outcome (Compliant or Minor Non-Compliant/Moderate Non-Compliant/Major Non-Compliant)
- Reason for non-compliance outcome
- Required rectification action (if applicable); and
- Details of any comments and compliance corrections

For non-compliant outcomes, the provider will be required to take rectification action on the issue identified and make a commitment to comply with the ECCE requirements going forward. All rectification actions must be taken and reported on through the Hive within the required timeframe. This timeline will be outlined within the Compliance Report under the title 'Rectification Due' date. All rectification actions will then be verified by the Compliance team and each non-compliant outcome will be determined as 'Rectified' or 'Not Rectified'.

Where a provider fails to rectify a non-compliance outcome within the required timeframe, then a sanction may be imposed.

The table below outlines all possible non-compliant outcome reasons and the relevant rectification action which will be required of the provider to ensure no sanctions are imposed.

Non-Compliant Outcome Reasons		Non-compliant categorisation	Rectification Action for Provider
PRE-REQUISITES			
1.	Approved Provider did not facilitate the inspection – 1 st occurrence.	Major non-compliant	<ul style="list-style-type: none"> • Facilitate future compliance inspections.
2.	Approved Provider did not facilitate the inspection – 2 nd occurrence.	Major non-compliant	<ul style="list-style-type: none"> • No further Approved Provider action is possible as this constitutes a serious Compliance issue. A sanction may be applied. • Facilitate any future compliance inspections.

SERVICE CALENDAR

3.	Approved Provider is not displaying the most up-to-date Calendar, as per the Hive, within the service in an area accessible to parents	Minor non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall display their up-to-date calendar, as per the Hive, in an area(s) accessible to parents. • The Approved Provider shall upload photographic evidence of the up-to-date calendar on display within the service, using the upload/create button. • In addition, the Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
4.	Approved Provider has not published its most up-to-date Calendar, as per the Hive, on its online platforms.	Minor non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall publish their up-to-date calendar, as per the Hive, on all online platforms maintained by the provider for the purpose of advertising its services. • The Approved Provider shall upload photographic evidence (or screenshots) of the up-to-date calendar published on all relevant online platforms, using the upload/create button. • In addition, the Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.

PARENTAL DOCUMENTS

5.	An up-to-date, signed Applicant Declaration Form not on file for all currently registered children selected for inspection.	<p>Determined by the % of incorrect Applicant Declarations identified in the sample checked.</p> <p>Minor non-compliant ≥ 70% - ≤ 89%, Moderate non-compliant <70%</p>	<ul style="list-style-type: none"> • The Approved Provider shall ensure Applicant Declarations for all currently registered children are up-to-date, signed by both parties and on file. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
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6.	Signed Parent Statement not on file for all currently registered children selected for inspection.	Determined by the % of incorrect Parent Statements identified in the sample checked Minor non-compliant <95% - ≥90%, Moderate non-compliant <90%	<ul style="list-style-type: none"> • The Approved Provider shall ensure that Parent Statements for all currently registered children are signed by both parties, dated and on file. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
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FEE TABLE

7.	The Approved Provider is not displaying the most up-to-date Fee Table, as per the Hive, within the service in an area accessible to parents.	Minor non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall display their up-to-date Fee Table, as per the Hive, in an area(s) accessible to parents. • The Approved Provider shall upload photographic evidence of the up-to-date Fee Table on display within the service, using the upload/create button. • In addition, the Approved Provider shall complete a self-declaration by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
8.	The Approved Provider has not published its most up-to-date Fee Table, as per the Hive, on all its online platforms.	Minor non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall publish their up-to-date Fee Table, as per the Hive, on all online platforms maintained by the provider for the purpose of advertising its services. • The Approved Provider shall upload photographic evidence (or screenshots) of the up-to-date Fee Table published on all relevant platforms, using the upload/create button. • In addition, the Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.

9.	The Fee Table on the Hive does not comply with programme requirements.	Moderate non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that their Fee Table on the Hive is up-to-date, complies with programme requirements and is displayed within the service and published online (if applicable). • The Approved Provider shall upload evidence using the upload/create button, of the up-to-date Fee Table on display within the service and online (if applicable). • In addition, the Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
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FEE RECORDS

10.	Fee records are not available for inspection on site.	Moderate non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that fee records for all registered children are available for review on-site. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
11.	Fee records are not adequate to allow compliance to be checked.	Moderate non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that fee records for all registered children are maintained in an adequate format to allow compliance to be checked. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
12.	Fee records have gaps/inadequacies.	Minor non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that fee records for all registered children are maintained in an adequate format to allow compliance to be checked. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.

FEES CHARGED

13.	Parent is being charged for ECCE core hours.	Major non-compliant	<ul style="list-style-type: none"> The Approved Provider shall review fee records of all ECCE registered children and shall reimburse the parents/guardians of any ECCE registered children who were charged fees for ECCE core hours. The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
14.	The Approved Provider is charging for inappropriate optional extras.	Moderate non-compliant	<ul style="list-style-type: none"> The Approved Provider shall review fee records of all ECCE registered children and shall reimburse the parents/guardians of any ECCE registered children who were charged fees for inappropriate optional extras. The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
15.	The fee charged to parents/guardians is not reflective of the full subsidy received.	Moderate non-compliant	<ul style="list-style-type: none"> The Approved Provider shall review all fees charged to parents/ guardians of ECCE registered children to ensure they are reflective of the full subsidy received and to reimburse any parents/guardians that have been overcharged. The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.

ATTENDANCE RECORDS

16.	Attendance records for the period under review do not exist – submit evidence	Major non-compliant	<ul style="list-style-type: none"> The Approved Provider shall ensure that all attendance records for all session(s)/room(s) are maintained on-site, in the required format and be made available for inspection at all times. The Approved Provider shall upload evidence using the upload button, of attendance records of
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			<p>DCEDIY funded children currently being maintained (see Inspection Comments section for details of records to be submitted).</p> <ul style="list-style-type: none"> • In addition, the Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
17.	Attendance records for the period under review do not exist – historical issue	Major non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all attendance records for all session(s)/room(s) are maintained on-site, in the required format and be made available for inspection at all times. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
18.	Attendance records for all rooms are not available on-site for inspection on day of initial inspection.	Major non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all attendance records since the start of the Programme year, for all session(s)/room(s) are available on-site for inspection at all times.
19.	Attendance records for all rooms are not available on-site for inspection on day of revisit	Major non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all attendance records for all session(s)/room(s) are maintained on-site, in the required format and be made available for inspection at all times. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
20.	Attendance records are not in an adequate format to allow compliance to be checked – submit evidence	Major non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all attendance records for all session(s)/room(s) are maintained on-site, in the required format and be made available for inspection at all times. • The Approved Provider shall upload evidence using the upload button, of attendance records of DCEDIY funded children currently being maintained (see Inspection Comments section for details of records to be submitted).

			<ul style="list-style-type: none"> • In addition, the Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to upload the relevant evidence and to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
21.	Attendance records are not in an adequate format to allow compliance to be checked – historical issue	Major non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all attendance records for all session(s)/room(s) are maintained on-site, in the required format and be made available for inspection at all times. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
22.	Attendance records have gaps/inadequacies	Moderate non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all attendance records for all session(s)/room(s) are maintained on-site, in the required format and free of any gaps and/or inadequacies and be made available for inspection at all times. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction
OVERCLAIMS			
23.	Hive was not reflective of all absenteeism.	Determined by the % of incorrect registrations identified in the sample checked Major – greater than or equal to 20% not updated Moderate – greater than or equal to 5% but less than 20% not updated Minor – less than 5% not updated.	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and are reflective of any absenteeism. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>

24.	Hive was not reflective of all leavers.	See above	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and are reflective of any leavers. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>
25.	Hive was not reflective of all under-attendance of 4 weeks or more.	See above	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and are reflective of any under-attendance. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>
26.	Hive was not reflective with regards to actual start dates of child/ren.	See above	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and are reflective of correct start dates. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>

<p>27.</p>	<p>Not all registered Hive children have taken up their place in the service.</p>	<p>See above</p>	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and are based on children who have actually taken up their place. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>
<p>28.</p>	<p>Not all registered Hive children have been evidenced in the attendance records.</p>	<p>See above</p>	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and all registered children are recorded in attendance records. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>
<p>29.</p>	<p>Hive Registrations were incorrect with regard to facility the child is attending.</p>	<p>See above</p>	<ul style="list-style-type: none"> • The Approved Provider shall ensure that all registrations on the Hive are kept up-to-date in line with the rules of the programme and are based on children who have actually taken up their place within the correct childcare facility. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction. <p>Note: Pobal will action a compliance correction in relation to all identified overclaims. The corrections will come into effect on the date of the Compliance notification.</p>

CLOSURES

<p>30.</p>	<p>Calendar requirements have not been met: more than 1 day closure not reflected on calendar</p>	<p>Major non-compliant</p>	<ul style="list-style-type: none"> • Approved Provider must action a calendar update in relation to the identified unreported closure days. This is to be completed within 30 calendar days of the compliance notification and a self-declaration completed and submitted through the Hive. • In order to update the calendar for a Closure, additional day(s) of service must be added to replace the unreported Closure(s), so that the full complement of 182 days is provided. If Approved Provider is unable to add extra day(s), then they must raise a Hive request and Pobal will facilitate a financial adjustment to reflect the relevant closure(s). Going forward, the Approved Provider shall ensure that the calendar on the Hive is up-to-date and reflects all closure days. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
<p>31.</p>	<p>Calendar requirements have not been met: 1 day closure not reflected on calendar</p>	<p>Moderate non-compliant</p>	<ul style="list-style-type: none"> • Approved Provider must action a calendar update in relation to the identified unreported closure day. This is to be completed within 30 calendar days of the Compliance notification and a self-declaration completed and submitted through the Hive. • In order to update the calendar for a Closure, an additional day of service must be added to replace the unreported Closure, so that the full complement of 182 days is provided. If Approved Provider is unable to add extra day, then they must raise a Hive request and Pobal will facilitate a financial adjustment to reflect the relevant closure. Going forward, the Approved Provider shall ensure that the calendar on the Hive is up-to-date and reflects all closure days • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.

QUALIFICATIONS

32.	The relevant staff qualifications are not evidenced on-site and were not provided within required timelines.	Minor non-compliant	<ul style="list-style-type: none"> The Approved Provider shall ensure that all relevant staff qualifications for staff working in the ECCE session(s)/room(s) are maintained on-site at all times, to allow checks to be conducted. The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
33.	The Approved Provider is not meeting the staff qualification requirements for room Lead Educator/s, at visit date.	Moderate non-compliant	<ul style="list-style-type: none"> The Approved Provider shall ensure that all ECCE session(s)/room(s) operating have a room Lead Educator/s who meets the minimum requirement for staff qualifications in line with the ECCE programme rules. The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
34.	The Approved Provider is not meeting the staff qualification requirements for room Educator/s, at visit date.	Moderate non-compliant	<ul style="list-style-type: none"> The Approved Provider shall ensure that all ECCE session(s)/room(s) operating have a room Educator/s who meet the minimum requirement for staff qualifications in line with the ECCE programme rules. The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box below. Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.

MINIMUM ENROLMENT

35.	The Approved Provider is not meeting the minimum enrolment number of eight ECCE-eligible children per session.	Minor non-compliant	<ul style="list-style-type: none"> The Approved Provider shall ensure that they are meeting the minimum enrolment number of eight ECCE-eligible children per session/per day or apply for a minimum enrolment exemption to the local CCC, in line with the ECCE programme rules.
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			<ul style="list-style-type: none"> • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
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STAFF TO CHILD RATIO REQUIREMENTS

36.	There is not a sufficient number of staff in the ECCE session with the number of children enrolled to attend.	Moderate non-compliant	<ul style="list-style-type: none"> • The Approved Provider shall ensure that there are sufficient number of staff in the ECCE session(s)/rooms(s) with the number of children enrolled to attend. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
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AIM LEVEL 1

37.	There is no qualified Inclusion Coordinator engaged at the service.	Major non-compliant	<ul style="list-style-type: none"> • Pobal will implement a correction to the AIM Level 1 application which may have a financial implication. The Approved Provider shall ensure that their AIM Level 1 Application is up-to-date on the Hive to reflect Notifications of Change or Extended Absences. • The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box. • Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
38.	A replacement Inclusion Coordinator has been engaged but has not been added to the AIM Level 1 application.	Major non-compliant	<ul style="list-style-type: none"> • Pobal will implement a correction to the AIM Level 1 application which may have a financial implication. The Approved Provider shall ensure that their AIM Level 1 Application is up-to-date on the Hive to reflect Notifications of Change or Extended Absences and ensure that the replacement Inclusion Coordinator is updated as per the AIM agreement.

			<ul style="list-style-type: none">• The Approved Provider shall complete a self-declaration, by the Rectification Due Date, by selecting the tick box.• Failure to complete this rectification action i.e., to complete the self-declaration by the Rectification Due Date, may result in the application of a sanction.
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