





# 1. Induction Process

As part of this collaboration, Murdock Education is incorporating a compulsory personal development session on top of our already extensive induction process to identify any skill gaps and equip our Relief Educators with the knowledge they require to be successful. During this process childcare experts will assess each educator and only those deemed fit will join the Murdock Education relief team. Those unsuccessful will be encouraged and advised to undertake further professional development and offered an opportunity to reapply for future intakes.

## 2. Continued Development

Unlike permanent staff members who often participate in training within their centre, relief Educators seldom take part in personal development once they have received their qualifications. In order to ensure all our Educators are adapting to the changing conditions surrounding learning, all Murdock Education relief team members will be required to take part in an up-skilling training course every 3-6 months subject to availability.

### 3. No Exceptions

As part of our commitment to providing a quality service to the sector, Murdock Education understands our personal knowledge is just as important. Therefore all Murdock Education Consultants will also be participating in the training with Childcare Experts to reflect and apply in our interviewing techniques and overall recruitment process.



'The best teachers are those who show you where to look, but don't tell you what to see.'

Alexandra K. Trenfor



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