

# Weekly Bulletin – This Week in Childcare: 3<sup>rd</sup>– 7<sup>th</sup> November 2025

Dear Colleagues

These are the deadlines, information, and announcements for the week of 3<sup>rd</sup> – 7<sup>th</sup> November 2025.

## DEADLINES / IMPORTANT DATES:

1<sup>st</sup> – 14<sup>th</sup> November 2025 Core Funding Review & Confirm

## FOR YOUR INFORMATION


### Pension Auto- enrolment Information Session



### *My Future Fund Commencing January 2026 for all Employers*

With the Government's proposed Automatic Enrolment Pension Scheme due to commence in January 2026, it is crucial to have a clear action plan to get your business ready. Kerry CCC, together with Canavan Byrne, are holding an information session for Providers on the new scheme.

Auto-enrolment is the new pension savings scheme for certain employees who are not paying into a pension. They will be automatically included in the scheme but can opt out after 6 months. Under the scheme, the employee, employer, and Government all pay a certain amount into the employee's pension fund.



**KERRY COUNTY CHILDCARE COMMITTEE**  
**PENSION AUTO-ENROLMENT**  
**Information Session for Providers**

Kerry CCC, together with Canavan Byrne, is running an Information Session on the new Auto-Enrolment Retirement Savings Scheme, 'My Future Fund', which is starting on the 1<sup>st</sup> January 2026.

**THE MEADOWLANDS HOTEL, TRALEE**  
**13TH NOVEMBER 2025**

**18.15 REGISTRATION (TEA/COFFEE)**  
**18.30 - 20.00**

**BOOKING ESSENTIAL**  
Email: [eilish@kerrycountychildcare.com](mailto:eilish@kerrycountychildcare.com)

**Canavan Byrne**  
Supporting The Early Education Sector  
Flexibility | Quality | Sustainability

**Childcare Committee**  
Coiste Cúram Leanaí Chiarraí

### Topics to be covered:

- What auto-enrolment is and why it's being introduced
- Who will be included (and excluded) under the scheme
- Employee and employer contribution rates, with State top-ups
- How contributions will be invested and managed
- Opt-out and suspension options for employees
- The impact on existing pensions
- Key steps and suggested timeline for childcare providers and other employers
- Practical guidance on updating contracts, policies, payroll, and staff communication

If you would like to book a place, please email:

[eilish@kerrycountychildcare.com](mailto:eilish@kerrycountychildcare.com)

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## Christmas Network



We are delighted to invite you and your staff team to an ELC, SAC and Childminders informal social Christmas networking event. This will be an excellent opportunity to meet with colleagues and friends in the sector.

The event will take place in the **Meadowlands Hotel on Friday 28<sup>th</sup> November, from 6.30pm to 8.30pm.**

Refreshments and hot finger food will be provided.

Initially we will be taking bookings for 3 people per service as places are limited, but if you would like to add more names, we will be operating a waiting list.

Can you please book your place before Friday 21<sup>st</sup> November 2025, remembering to provide details of any dietary requirements.

Bookings: [eilish@kerrycountychildcare.com](mailto:eilish@kerrycountychildcare.com)



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## Core Funding Review and Confirm



The Review and Confirm task for November 2025 can be completed between 1<sup>st</sup> - 14<sup>th</sup> November 2025.

In this cycle of the November Review and Confirm, all Services are being asked to review and update the "Rate of Pay Per Hour" value for active In Ratio and Managerial Staff Members entered into the Service Profile. **Please see attached document.**

For further support please contact Pamela: [pamela@kerrycountychildcare.com](mailto:pamela@kerrycountychildcare.com)

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## New Employment Regulations Order / Staff Funding Additional

### Contribution

The ERO came into effect on the 13<sup>th</sup> October 2025, partner Services who failed to complete an application change between 13<sup>th</sup> October and 19<sup>th</sup> October 2025 will receive a reduced number of allocation weeks for the Staff Funding Additional Contribution. **Backdating will not be permitted.**



To avail of the Staff Funding Additional Contribution for the 2025/2026 Core Funding Programme Year, eligible Partner Services **must** submit an Application Change input a Change Effective Date in the “Staff Member and/or Capacity Change Effective Date” field.

It is important that on the summary page of your Core Funding application, before submitting your Application Change, that you review the information submitted as part of your Application Change and review the grant values associated with the Staff Funding Additional Contribution.

If your service requires support, additional resources are available under the [Core Funding Documents](#) and [Help and Support](#) sections on the Early Years Hive.

For further support on the ERO please contact Kathryn: [kathryn@kerrycountychildcare.com](mailto:kathryn@kerrycountychildcare.com)

For further support on the Staff Funding Additional Contribution please email Pamela:  
[pamela@kerrycountychildcare.com](mailto:pamela@kerrycountychildcare.com)

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## Auto-enrolment retirement savings scheme – My Future Fund –

### Information for employers

The DCDE held an online information session on Monday 3<sup>rd</sup> November. For those who were unable to attend a recording was made and will be available at a later date.



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## Tusla Registration Renewal

All Early Years Services are required to renew registration every 3 years. The registration date can be found on the current Tusla certificate or checked on the [Early Years Register](#) or the [School Age Register](#). Please note the following key points:

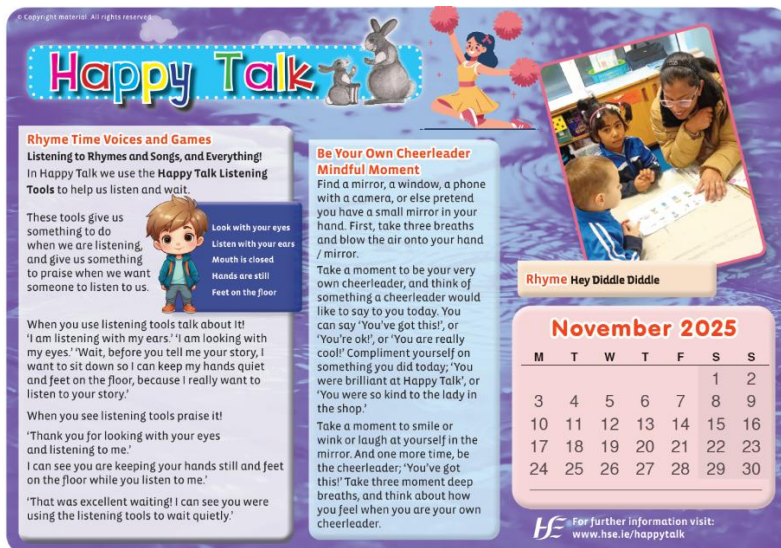


- Applications must be submitted no later than 2 months before your current certification expires.
- The process requires submission of in-date Garda Vetting for the Registered Provider and the Person in Charge (if different). Current timelines for vetting should be considered.

Failure to reregister in time will result in your removal from the register, and it is an offence to operate an unregistered service. Additional information on re-registration can be found [here](#).

## Happy Talk

Please see attached (and below) this month's Happy Talk Calendar Newsletter, which looks at Learning Language – Expanding, Happy Talk Listening Tools and Mindful Moments.



**Happy Talk**

**Rhyme Time Voices and Games**  
Listening to Rhymes and Songs, and Everything!  
In Happy Talk we use the **Happy Talk Listening Tools** to help us listen and wait.

These tools give us something to do when we are listening, and give us something to praise when we want someone to listen to us.

Look with your eyes  
Listen with your ears  
Mouth is closed  
Hands are still  
Feet on the floor

When you use listening tools talk about it!  
'I am listening with my ears!' 'I am looking with my eyes.' 'Wait, before you tell me your story, I want to sit down so I can keep my hands quiet and feet on the floor, because I really want to listen to your story.'

When you see listening tools praise it!  
'Thank you for looking with your eyes and listening to me.'  
'I can see you are keeping your hands still and feet on the floor while you listen to me.'  
'That was excellent waiting! I can see you were using the listening tools to wait quietly.'

**Be Your Own Cheerleader**  
**Mindful Moment**  
Find a mirror, a window, a phone with a camera, or else pretend you have a small mirror in your hand. First, take three breaths and blow the air onto your hand / mirror.

Take a moment to be your very own cheerleader, and think of something a cheerleader would like to say to you today. You can say 'You've got this!', or 'You're ok!', or 'You are really cool!' Compliment yourself on something you did today, 'You were brilliant at Happy Talk', or 'You were so kind to the lady in the shop!'

Take a moment to smile or wink or laugh at yourself in the mirror. And one more time, be the cheerleader; 'You've got this!' Take three moment deep breaths, and think about how you feel when you are your own cheerleader.

**Rhyme Hey Diddle Diddle**

**November 2025**

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

For further information visit:  
[www.hse.ie/happytalk](http://www.hse.ie/happytalk)



**Happy Talk**

**November 2025**  
**Learning Language – Expanding**

For these few months we are learning (or re-learning) some Happy Talk Skills. Last month we were working on **Modelling**: saying it the right way for your child. This month the skill we're going to practice is: **Expanding!**

**Expanding** is when you show a child how to use more words and say longer sentences, or add more ideas and details to what they are saying.

When you expand what your child says you show your child how to build:

**Longer phrases**  
e.g. Child says: 'I ran.' You say, 'You ran so fast.'

**Longer sentences**  
e.g. Child says: 'I want the bike!' You say, 'You want the bike so you can go cycle.'

**More detailed sentences**  
e.g. Child says: 'Look, the cat is drinking!' You say, 'Look, the brown and white, striped cat is drinking a bowl of milk!'

**More ideas in sentences and stories**  
e.g. Child says, 'Look, the dog in in the shop!' You say, 'Look, the dog is in the shop, he must be doing his shopping! I hope he remembers to buy dog food!'

You can use **Expanding** for children of any age.

For babies and toddlers we expand on any words or sounds they say, always repeating what they say and adding a word or two.

For toddlers, pre-schoolers and school-aged children we expand on their phrases and sentences, always repeating what they say and adding more words, and more ideas.

**Expanding is a skill for us! We do the hard work! When we expand we:**

- ALWAYS repeat what the child says and add to it.
- By repeating and expanding you are giving a very positive message. It's almost like you are saying: 'What you said is great! Now I'll show you how to make it better!'
- You can add one word, a few words, lots of words, or a whole new idea.

Don't forget your modelling skills also! If there's a tricky word in the sentence, model it!

## Kerry County Childcare Committee Website and Facebook Page

Follow our Facebook page [here](#) and visit our [Childcare Providers Information](#) and [Childcare Providers Training](#) sections of our website for information updates.



Kind regards

Kerry County Childcare Committee