

# YOLLA KARNIB

## INDEPENDENT EXPERT WITNESS & SENIOR CHILDREN'S SERVICES PROFESSIONAL

0413 423 837

yolla\_karnib@hotmail.com

Australia-wide availability

Early Childhood Education & Care | Childcare & OOSH | Child Safety | Disability & NDIS | Education

### PROFESSIONAL PROFILE

Independent expert witness and senior children's services professional with more than 23 years of experience across early childhood education and care, childcare operations, outside school hours care, early intervention, disability services, behaviour support and NDIS service delivery. Brings an uncommon combination of frontline practice, service leadership, approved-provider governance, teaching, regulatory knowledge and direct work with children and families. Able to analyse complex factual material, identify departures from expected professional practice, and communicate clear, balanced and evidence-based opinions within the limits of demonstrated expertise.

### EXPERT WITNESS VALUE PROPOSITION

- Practical understanding of how childcare, OOSH, school and disability services operate in real-world settings.
- Strong knowledge of supervision, duty of care, safeguarding, risk management, incident response, governance and documentation.
- Experience reviewing policies, procedures, incident records, risk assessments, staff records, service agreements and operational evidence.
- Clear written communication suitable for solicitors, counsel, regulators, courts, tribunals and government decision-makers.
- Independent, impartial and evidence-based approach, with opinions confined to established qualifications and professional experience.

### AREAS OF EXPERTISE

|                                                         |                                                                                                                                           |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early Childhood Education &amp; Care</b>             | Supervision, educator practice, duty of care, child development, program delivery, inclusion and professional standards.                  |
| <b>Childcare, Family Day Care &amp; OOSH Operations</b> | Service operations, staffing, governance, policies, record keeping, incident management and quality assurance.                            |
| <b>Child Safety &amp; Safeguarding</b>                  | Child-safe practice, foreseeable risk, supervision planning, environmental safety, escalation and protective responses.                   |
| <b>Risk Management &amp; WHS</b>                        | Playground and equipment risks, hazard identification, controls, staff responsibilities, emergency procedures and operational safety.     |
| <b>Regulatory &amp; Quality Compliance</b>              | Education and Care Services National Law and Regulations, National Quality Framework, National Quality Standard and provider obligations. |
| <b>Disability, Early Intervention &amp; NDIS</b>        | Functional impacts, reasonable supports, safeguarding, provider governance, support coordination and service-delivery practice.           |
| <b>Behaviour Support</b>                                | Behaviour assessment, proactive supports, implementation considerations, documentation and capability-based practice.                     |
| <b>Schools &amp; Inclusive Education</b>                | Student support, inclusion, reasonable adjustments, collaboration with families and multidisciplinary service coordination.               |

### EXPERT WITNESS & ADVISORY SERVICES

- Preliminary case assessment and conferences with instructing solicitors or counsel.
- Independent review of briefs, incident materials, policies, procedures and regulatory records.
- Written expert reports and professional opinions.
- Opinions concerning supervision, duty of care, safeguarding, risk management and service governance.
- Assistance identifying relevant professional standards, operational expectations and areas requiring further evidence.
- Participation in expert conferences, court or tribunal processes where formally instructed.

## SELECTED EXPERT WITNESS EXPERIENCE

### Independent Expert Witness – Early Childhood Education, Childcare Operations and Disability Services

*Independent Practice | 2026–Present*

- Selected and submitted by an established expert-witness agency as a suitable expert for Federal Court proceedings involving childcare risk management and safety controls.
- Available for matters concerning personal injury, negligence, regulatory compliance, safeguarding, governance and professional practice within children's and disability services.
- Reviews complex operational and regulatory material and provides objective opinions grounded in practical experience and applicable professional standards.

## PROFESSIONAL EXPERIENCE

### Director / Approved Provider / Senior Practitioner

*My Life Care Services (Rainbow Place Child Care Pty Ltd) | Current*

- Provides leadership, governance and quality oversight across registered disability-support operations.
- Oversees compliance systems, safeguarding, incident management, workforce documentation, service agreements and provider responsibilities.
- Coordinates services for children, adults and families with complex disability, developmental, behavioural and psychosocial needs.
- Works closely with families, schools, allied-health practitioners, plan managers, government agencies and legal representatives.

### NDIS Support Coordinator

*Independent / Provider Practice | Current*

- Coordinates complex supports, service access, evidence gathering, plan implementation and multidisciplinary communication.
- Prepares professional reports, submissions, review requests and correspondence addressing functional impact, risk and support needs.
- Supports families to navigate safeguarding, service-delivery and provider-governance issues.

### Early Childhood Intervention Specialist

*Education and Disability Services | Extensive Experience*

- Provides individualised, developmentally appropriate intervention for children with disability, developmental delay and additional needs.
- Collaborates with families, educators, schools, OOSH services and allied-health professionals to improve participation and inclusion.
- Develops practical visual supports, routines and strategies for communication, self-care, emotional regulation and daily functioning.

### Early Childhood Teacher / Primary Teacher

*Early Childhood and School Settings | Extensive Experience*

- Plans and delivers inclusive, evidence-informed learning experiences for children across early childhood and primary-school contexts.
- Applies child-development knowledge to supervision, behaviour, learning, wellbeing and classroom participation.
- Maintains professional documentation and works collaboratively with families, education teams and support professionals.

### Childcare Director / Service Manager

*Early Childhood Education and Care Services | Extensive Experience*

- Led day-to-day childcare operations, staffing, supervision systems, family engagement and regulatory compliance.
- Implemented policies, procedures, risk controls, incident responses and continuous-improvement processes.
- Supported educators to meet professional, ethical, safety and quality obligations.

## QUALIFICATIONS & PROFESSIONAL CREDENTIALS

- Bachelor qualification in Early Childhood Education and Care.
- Diploma of Early Childhood Education and Care.
- Certificate IV in Training and Assessment.
- Queensland College of Teachers – Full Registration (current to 28 May 2029).
- NESA Proficient Teacher accreditation and NSW Approval to Teach.
- More than 23 years' professional experience in children's services, education and disability support.

## REGULATORY & PRACTICE KNOWLEDGE

- Education and Care Services National Law and National Regulations.
- National Quality Framework and National Quality Standard.

- Child-safe principles, safeguarding and mandatory professional responsibilities.
- Duty of care, supervision planning, incident management and risk-control expectations.
- NDIS Practice Standards, provider governance, participant safeguarding and service-delivery documentation.
- Inclusive education, early childhood intervention and multidisciplinary collaboration.

## **REPORTING & ANALYTICAL CAPABILITIES**

- Chronology development and analysis of competing factual accounts.
- Review of incident reports, witness statements, policies, rosters, supervision plans, training records and risk assessments.
- Comparison of documented practice against applicable obligations and reasonable professional expectations.
- Identification of missing records, inconsistencies, foreseeable risks and potential systemic issues.
- Preparation of structured, plain-English reports with clearly stated assumptions, limitations and conclusions.

## **PROFESSIONAL STRENGTHS**

- Independent judgement and professional integrity.
- Clear, persuasive and well-structured written communication.
- Calm analysis of sensitive child-safety and disability matters.
- Strong stakeholder communication with lawyers, families, educators, providers and government agencies.
- Capacity to translate complex operational and regulatory issues into practical, understandable evidence.

## **AVAILABILITY**

Available for desktop reviews, preliminary conferences, expert reports, joint expert conferences and evidence in court or tribunal proceedings. Available for matters across Australia, with remote conferencing and document-review capability.

## **REFEREES**

Professional referees are available upon request.