

I have worked in the education and care sector for over 15 years and in that time have noticed many changes in the day to day work of educators.

With the changes outlined in the National Quality Framework there have been increasing demands on studying for the required qualifications, the minimum being Certificate 3, whereas before we could employ parents, students that were studying for other careers, or family members looking for some work. The changes have increased the professionalism in the sector, whilst adding extra workload for the educators and Nominated Supervisors to mentor, coach and supervise during the period of study.

We currently have 3 educators studying Diploma of Children's Services because of the introduction this year of the 50% ratio Diploma/Cert 3 which will impact on staffing rosters as they attend classes each week, and then with educators load by supporting them by mentoring while completing each module. This is in addition to having other students in the centre doing placements from various RTO' s studying Ceti 3 through to Bachelor of Early Education.

National Quality Framework implementation has increased the workload of all educators due to the amount of documentation required, many hours taken up with meetings, of studying and discussing the framework and contributing to the QIP, as well as updating all policies and procedures annually. This added workload is performed out of work hours, in addition to training for Asthma, Anaphylaxis, Epilepsy, Fire Safety and Child Safe Environments.

The increasing responsibilities of educators to teach, care for and help raise children in partnership with families, is impacting on the quality and time spent working with the children. Considering Certificate 3 educators are currently paid only \$19.00 per hour, it is becoming increasingly difficult retaining staff, when they can go and work in the local supermarket or hotel to earn more money with much less responsibility.

For the wide range of skills required and issues that are dealt with on a day to day level, educators need to have increased wages which reflect the professional expectations and real demands in the work environment. We don't want to have to raise fees as this will put childcare out of reach for many families. Why can't our wages be subsidized in the future, as teachers and nurses have been?

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