

## Gowrie SA Submission to Productivity Commission

Proposed two key areas that need to be addressed:

1. Development of a career structure and appropriate pay levels in long day care that have parity with preschool/kindergartens
2. Reform of child care funding to redirect funding from a purely demand side funding to a mixed funding of both demand and supply side funding

### 1. Career Structure

EC unqualified worker (Cert III) → EC qualified worker (Diploma level) → EC Team leader (ECE teacher) → Director CC or PS → Director integrated services

Current structures		COAG NQA structures	Future – EC Career structure 2018
<b>Preschool</b>  Director (ECE teacher )  Teacher (ECE quals)  Assistant (no quals)	<b>Childcare</b>  Director (Dip or ECE teacher) Team leader (diploma or ECE ) Unqual staff (over 50%)	Preschool & long day care subject to same quality requirements and curriculum  Improved ratios 1 x ECE teacher in child care All staff to Cert III 50% staff to be qualified to Diploma	To address staff attrition and increase staff willing to commit to EC careers:  Directors – ECE teacher qual + post grad leadership  All team leaders to be ECE teacher qualified  All other EC staff to have Diploma as minimum qualification

## Salaries in EC

- SA Child Care Award
- FairWork Australia Educational Services (Teachers) Award 2010
- SA DECS Preschool Teachers & Directors Rates Schedule

Note: SA awards have been used due to ease of access to information – table is designed to be indicative.

Position	SA child care award	FairWork Aust Modern Award integrated services schedule	SA Preschool award	Comments	Proposed
Director Integrated services			\$99,500		
Director PS & LDC	\$ 44,000 – \$ 57,000		\$87,200 - \$94,000	Gap \$47,000 – at step 1	Parity with preschool
Team leader/EC teacher	\$43,500	\$39, 500 - \$54,850	\$55,500 - \$76,500	Gap \$10,000 - \$33,000	Parity with preschool
Children’s Services Professional (LDC)	\$30,500 - \$39,500		Not available		Dip qualified staff to earn up to \$10,000 less than qualified teacher

This table illustrates the reasons why long day care currently struggles to attract suitably qualified staff and why attrition rates are so high. LDC professionals who upgrade their qualifications to an ECE 4 year degree do not and will not stay in long day care. This table also illustrates the inadequacy (and unfairness) of the Modern Award for EC integrated services – qualified EC teachers working in LDC will take 12 years to reach maximum salary which is at the level of the starting point of the preschool teachers Award.

## 1. Early childhood services Funding Reform

Current	Future
<p>Current fee system is too complex CCB + centre fee + CCR Minimum fee is too high for low income families with a range between \$20 - \$30 per day, depending on the centre's fees. This is unaffordable for the families who need it most</p>	<p>CCB/ CCR combined into one payment Families pay net fee ( no ongoing out of pocket expenses)</p> <p>Level of benefit to high income families gradually reduced through setting CCR cut off points which gradually reduce.</p> <p>The fee for families who are eligible for maximum CCB needs urgent reform – proposed that the <b>minimum daily fee</b> for all families who are on benefits should be set at the same level as preschool fees, i.e. around \$2.50 per half day.</p> <p>Incentive payments to LDC centres to upgrade the difference between a child care salary and a teacher salary with associated accountability measures such as curriculum, child learning documentation and engagement of children and families in programs.</p>