

Draft Finding 5.1

In order to retain trained early childhood teachers in the long day care sector, it is imperative to be competitive with salaries, and these should at least be commensurate with the primary teaching field.

I operate a 60 place child care centre with 12 staff and have 33 years teaching experience, yet a principal in a small 60 place school with only 3-5 staff members earns thousands more than I do. How can this be seen to be equal?

Our universities graduate reasonable numbers of early childhood teachers each year, but they are not taking up teaching positions in early childhood services due to the workload, long hours, less holidays and extremely poor salaries. (Refer to report done by Linda Finger in western Sydney titled "Where have they gone?" and commissioned by WESROC.

It is essential the government supports and funds improved salaries and working conditions for early childhood teachers to be commensurate with primary schools in order to retain and increase the current workforce.

Draft Finding 5.2

Overall, wages for Certificate 111 and diploma trained staff needs to be increased and supported by government to ensure retention, particularly in long day care. This should not be in the form of fee increases for parent users - staff in schools are paid by government, not parents.

Draft Recommendation 3.5

Management Committees of early childhood centres require appropriate professional supports to be able to operate the business.

I thereby ask the Productivity Commission to convert the workforce findings into solid recommendations, and to support recommendation 3.5.

Regards
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