



Hi,

Our staff were really excited to hear about the 300 million early years fund and wage increases. Since the announcement there have been issues which have come up which cause us concern as follows:

- ★ The union has been pressuring our staff to join the union and saying that we must have 85% membership for them to support us by assisting us to update our collective agreement. We now have the membership but there are still issues with the agreement not being concise in regards to the EYF.
- ★ There is not enough money for all child care educators to have the wage increases which is inequitable as its hardly fair to let some staff have it and not others.
- ★ Very limited information is available and the union is pressuring the committee to sign our enterprise agreement before we know who is liable for on-costs, loadings etc. This could mean centres lose large amounts of money if they have to cover these costs themselves.
- ★ Actual pay rates have not been made available to us except in our agreement but we don't know if these amounts will change or reduce until we get official notification from DEEWR
- ★ The increases will have an effect on centre provisions as we have provisions aside for staff based on their rate of pay. Will our centre then have to find the extra money to top up the provisions to bring them into line with the new wage rates?

Children's services play an important role in the care and education of young children. Staff have a very challenging role to play and to retain staff the wages need to increase. When staff turnover is high it is the children who miss out as they just develop a trusting relationship with a staff member, and then they leave to be replaced with another. Nothing can replace staff consistency and those relationships are critical for children's wellbeing and healthy attachments.

Thanks,

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