



House of Representatives
Committee on Education and Employment

To whom it may concern,

I am writing to add my voice to the many others who are concerned about the proposed inequity for wages for child care workers.

One of the reported reasons for the introduction of this incentive was to raise the level of training to provide high quality care for children and maintain staff in a profession that loses staff in droves due to low pay and impossible working conditions.

Imagine if staff at one service earned \$3.00 per hour more than another similar service.

Isn't this why we have awards?

Staff who work in 'out of scope' services are not even eligible to apply, yet we are all governed by the same set of regulatory requirements to meet the National Quality standard. Many staff are already doing work in their own time just to keep up with the mountains of paperwork - they can't leave the floor as they are meeting adult:child ratios and engaging with the children in a quality learning environment.

Please don't make it more difficult to maintain quality staff - community based service such as ours could not match this proposed increase, which may in turn encourage good staff to look elsewhere for work.

Childcare staff do not receive the remuneration they deserve considering the huge responsibility they accept as part of their role.

ALL CHILDCARE STAFF deserve better wages and conditions, not just a select few.

I have been Director of this service for over 22 years, managing staff, overseeing the day to day running of the service, meeting budgets, ensuring that regulatory requirements are met, preparing and delivering an educational curriculum, and still earn less than \$30.00 per hour, which just wouldn't be acceptable in the corporate world. Because this industry employs mostly women, it has been kept at minimum wages for years, yet we are required to perform at the highest professional level.

At the moment the feeling within the industry is WE'VE HAD ENOUGH! Despite that many Child care workers are not members of unions, I would think that industrial action is imminent if this proposal is passed by Parliament.

If you would like further comment, please contact me

regards

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Director

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