

**Item 16.8****Notices of Motion****Securing A Pay Rise for Early Childhood Education Workers**

By Councillor Thompson

It is resolved:

(A) Council note that the:

- (i) early learning sector is experiencing an ongoing labour crisis with 62% of early childhood educators expressing they will leave the industry in the next few years due to low wages and high workloads;
- (ii) *2024: Rental Affordability Snapshot* report released by Anglicare, has revealed 99.1% of rentals in Australia are unaffordable on an early childhood educator's wage;
- (iii) impending labour crisis facing the industry will inevitably cause a decline in quality of care and education, and there is already a rise in breaches of quality standards across NSW;
- (iv) Federal Government has offered a grant to employers of early childhood education workers that allows them to pass on a 15% pay rise over the next two years to educators, for which councils are eligible;
- (v) City of Sydney Council operates four childcare services;
- (vi) early childhood educators employed by the City of Sydney are under the City of Sydney (South Sydney) Award 2021-2024, separate from the broader Local Government NSW award; and
- (vii) healthy financial position of our Council means we are well placed to adequately compensate workers for their expertise and labour;

(B) Council agree to:

- (i) immediately apply for the newly announced Federal funding to increase the pay of all City of Sydney early childhood educators by 15%, and requests the Chief Executive Officer to execute this and report back to the next meeting of Council;
- (ii) support, in principle, the United Services Union log of claims for the Early Childhood Education and Care Splinter Award; and
- (iii) introduce the log of claims for the United Services Union into the City of Sydney splinter award; and

- (C) the Chief Executive Officer be requested to conduct a review, reporting on the pay, conditions and entitlements of Early Childhood Educators within the Southern Sydney Regional Organisation of Councils (SSROC) with comparisons listed to identify any gaps within the City of Sydney Award for Early Childhood Educators employed by Council.

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