

# Child Care Staff Newsletter - Issue 5

## Spring 2013



**Welcome to the fifth newsletter for Child Care Staff. The Women’s Equality Branch and the Department of Education and Early Childhood Development are proud to be able to provide you with the results of the Pay Equity Program for Child Care Staff.**

### Job Evaluation Process and Pay Equity Analysis

The job evaluation process and pay equity analysis for the Early Learning and Child Care Sector are now complete. To review the results, please visit the following link:

<http://www.gnb.ca/0012/Womens-Issues/PDF/Child%20Care%20Sector%20Report%202012.pdf>

### Pay Equity Program

In the 2012-2013 budget, government committed 6.4 million dollars to address pay equity for a number of female-dominated public sector groups as well as workers in the private sector such as child care workers, home support workers and transition house workers.

Under the Early Learning and Child Care pay equity program, the job classes evaluated were administrators/primary child care staff, primary child care staff and support workers. As a result, the following fair hourly rates were determined:

<i>Job Classes</i>	<i>Fair hourly rate</i>
Administrator/Primary Child Care Staff	\$14.17
Primary Child Care Staff	\$13.15
Support Worker	\$12.52

To determine if an employee is eligible under this program, the fair hourly rate is compared to an employee’s actual hourly rate as of April 1, 2012. An employee’s hourly rate must include any wage enhancement amount (i.e. QIFS) for which he or she is eligible. If an employee earned less than the fair hourly rate, a pay inequity is said to exist and pay equity adjustment(s) are required to correct it.

## Pay Equity Program (con't)

So, for example, as a primary child care staff your actual hourly rate of pay on April 1, 2012 was \$12.75. Therefore, the total adjustment required for you to achieve pay equity is \$0.40 (\$13.15 - \$12.75 = \$0.40) regardless of any wage increase(s) received since that date (April 1, 2012) or may receive in the future.

Please note that the pay equity program is separate from existing pay structures and strategies and should not adversely affect regular scheduled wage increases.

## Implementation of Pay Equity

Pay equity adjustments are increments that are made over a period of time, to an employee's hourly rate until pay equity is achieved.

Pay equity adjustments will be distributed to eligible Early Learning and Child Care Facilities before the end of June for the retroactive period of April 1, 2012 to March 31, 2013. Pay equity adjustment amounts were determined based on the 2012-2013 quarterly hour reports submitted by Early Learning and Child Care Facilities.

The following table shows the pay equity adjustment eligible employees will receive for hours worked during this period:

<i>Job Classes</i>	<i>Pay Equity Adjustment</i>
Administrator/Primary Child Care Staff	\$0.08/hour
Primary Child Care Staff	\$0.08/hour
Support Worker	\$0.50/hour

The pay equity adjustments are considered income and form part of an employee's salary, therefore all the usual deductions apply.

## For Additional Information

Visit the Wage Gap Reduction Initiatives website at: [www.gnb.ca/wagegap](http://www.gnb.ca/wagegap)

Or contact us at: Toll-Free Line: 1-877-253-0266

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