

How wages are addressed makes a difference

Wages are one method of attracting and retaining qualified staff : Because center revenue is restricted to government funding and fees paid by parents, best practices lie in the 'way' operators are able to offer better wages and benefits.



Wage Top Ups

- Do not result in equitable wages
- usually reflect education but not experience or job position
- Significant Admin Burden
- Perpetuate Market Approach

VS

Salary/Wage Scales

- Create more equity within and across programs
- Can reduce turnover
- Can improve working conditions
- Must be part of Core operational Funding