

The Scottish Out of School Care Network

Response to the Scottish Social Services Council's consultation on the proposed annual registration fees and Post Registration Training and Learning Requirements for early education and childcare workers

Introduction

The Scottish Out of School Care Network (SOSCN) is the national organisation promoting the development of good quality, accessible and affordable, care, play and out of school hours learning services for children of school age in Scotland.

The work of SOSCN is underpinned by a firm commitment to the UN Convention on the Rights of The Child, especially Article 31, the Right to Play.

SOSCN welcomes the opportunity to respond to the consultation on the proposed annual fees and Post Registration Training and Learning Requirements (PRTL) for early education and child care workers.

Fee levels for Early Education and Childcare Workers

- 1. The SSSC should meet the costs of Disclosures**
- 2. Fees should be reduced for part time workers. Fees could be varied in relation to the number of hours worked annually. This would take account of the situation of seasonal staff employed in summer playschemes only.**

SOSCN is currently considering the recommendations ***Shaping a Fairer Future, the Report of the Women and Work Commission, published 27th February 2006***

http://www.womenandequalityunit.gov.uk/women_work_commission/

SOSCN will be sending comments to the Scottish Executive who are also considering the report.

SOSCN would like the SSSC to consider the following recommendation from ***Shaping a Fairer Future:***

Part-time workers and those on career breaks should receive pro-rata treatment from professional bodies for membership fees.....to support the retention of women in the professions.

This is a recommendation which should be taken particularly seriously in the case of the Early Years and Childcare Workforce where pay is low and many low skilled jobs pay equally well for more flexible hours.

PRTL requirements for Early Education and Childcare Workers

SOSCN supports the proposed PRTL requirements.

SOSCN would like to draw attention to the fact that in the future there will be a need to ensure that managers of small services have time to discuss and monitor CPD needs of all staff, including PRTL requirements.

At present many small services find it difficult to provide sufficient paid hours for staff to access CPD opportunities, and for managers to monitor training and learning needs.

It is also important to retain flexibility in how PRTL requirements can be met over the three year period. Voluntary sector and private sector employers do not have control over how Workforce Development Funding is spent and appropriate learning opportunities for an individual worker may take time to be arranged.

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June 2006