

CHILDCARE MANAGER: DAY CARE

Childcare Manager:

Childcare Managers have the authority and are accountable for directing and supervising the work of all staff in the service. They are responsible for recruitment, induction, training and development and performance management of staff.

The generic observations which comprise the job profile for this profession do not constitute any form of a job description which purports to describe all of the duties, functions and responsibilities of the profession.

- Jobholders require Childcare qualifications to degree level and managerial qualifications/experience.
- Desirable levels of experience range from three to five years relevant experience in childcare post qualification.
- Childcare Managers are responsible for the overall safety and well-being of the children in their care. They set the standards and policies and procedures for the service and ensure the implementation of and adherence to these. They have responsibility for ensuring compliance with the Child Care (Pre-School Services) Regulations 2006 and all other relevant legislation.
- Childcare Managers are responsible for ensuring that the Child Protection Policy of the service is based on Children First National Guidelines for the Protection and Welfare of children.
- Childcare Managers are responsible for ensuring that activities in each session allow the children to experience creative, imaginative, physical, social and cognitive play within the Framework for Early Learning.
- Childcare Managers require excellent leadership skills in the management of staff and should be a positive role model and support to the staff in the service. They have responsibility for the staff in their service and for ensuring they provide a safe workplace
- Childcare Managers require an excellent knowledge of child development and ensure that records of the progress of each child on a daily basis are kept, as well as up-to-date records of waiting lists, daily register and accident book.
- Childcare Managers require excellent communication skills in dealing with children and parents and to participate in a team. They encourage parents to actively participate in the group and ensure parents are kept informed of their child's development.
- Childcare Managers are required to call regular meetings to discuss curriculum, activities and child development. They are also required to attend relevant training courses and childcare network meetings on an ongoing basis.
- The job requires a high level of physical activity.
- Childcare Managers are required to treat all information they receive with the strictest confidence and professionalism.
- Childcare Managers are responsible for the finances of the service and reporting of same to the Committee/Board Of Management/Investors. (Private/Community)
- The job involves the need to communicate with, and respond to, people inside and outside the setting including other professionals.
- Childcare Managers help to achieve the overall long-term and short-term aims of the service by the most effective use of the resources available to them.
- Childcare Managers have a high regard for their own personal and professional development and for the personal and professional development of others.

The following salary range is recommended for Childcare Managers:

Recommended Day Care: Childcare Manager Salary

€40,040 - €41,440 - €42,840 - €44,240 - €45,640

CHILDCARE WORKERS:

Three levels of Childcare/After School worker are identified within three areas of provision and recommended pay scales are advised for each level.

The three levels of Childcare worker that were identified within the three areas of provision are as follows:

Day Care	Pre-School	After School
Childcare Assistant	Childcare Assistant	Childcare Assistant
Childcare Room Leader	Pre-School Leader	After School Leader
Childcare Manager		

Recommended Pay Scales for Childcare Workers

Provision	Salary Scale				
Day Care					
Childcare Assistant	€27,300	€27,800	€28,392	€28,892	€29,528
Childcare Room Leader	€30,400	€31,300	€32,200	€33,100	€34,070
Childcare Manager	€40,040	€41,440	€42,840	€44,240	€45,640
Pre-School					
Childcare Assistant	€27,300	€27,800	€28,392	€28,892	€29,528
Pre-School Leader	€35,433	€36,533	€37,500	€38,600	€39,700
After School					
Childcare Assistant	€27,300	€27,800	€28,392	€28,892	€29,528
After School Leader	€35,433	€36,533	€37,500	€38,600	€39,700
Childcare Centre Manager	€40,040	€41,440	€42,840	€44,240	€45,640

Recommended annual salaries are based on a 35 hour week for 52 weeks per year.

Day Care Provision:

Full Day Care is an area of provision which is relatively recent in its development in Ireland. These services mainly meet the needs of parents who are involved in work, education and training and cater for the broadest age group of children. Full Day Care provision can be private or community based. Structures can be based on voluntary boards of management, limited companies, private ownership or companies with investors.

Pre School Provision:

Pre-School provision has a long and rich history in Ireland. The benefits of a pre-school experience for children is well researched and validated. The ethos of Pre-school services accommodates differing approaches including Montessori, High/Scope, Steiner Kindergarten, Naionraí and play based curriculum. Pre-Schools in Ireland have developed in two ways namely, owner managed or managed by voluntary management committee.

After School Provision:

After School service is for the school age child and can take place after school or at out of school times. The delivery of these services reflect the developmental needs of the age group.

After School falls outside the Child Care (Pre-School Services) Regulations currently. Best Practice provision is promoted pending the regulatory framework.

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THE ASSOCIATION OF CHILDCARE PROFESSIONALS



The Professional Body Representing Workers in Early Years Care & Education and School Age Childcare

Recommended Pay Scales for Childcare Workers

The Association of Childcare Professionals sets out the recommended pay scales for Childcare Workers. These pay scales were devised following research and consultation by and with the members of the Association. They are a statement of intent by the Association to pursue the establishment of agreed national pay scales across the childcare sector.

The Recommended Pay Scales form part of the development work of the Association of Childcare Professionals in its aim to:-

- Define a professional identity for people working in the early years and school aged childcare sector
- Progress the body to which workers can affiliate
- Advocate for the rights of its members to equitable pay and work conditions
- Promote, develop and support the continuing professional development of childcare professionals

The Association of Childcare Professionals is taking a leap forward by publishing the recommended pay scales for childcare workers. These pay scales can only be achieved within the context of a well developed, well resourced sector. The answer to the question "who pays" is the next step in the process whereby these pay scales move from being aspirational to becoming a reality

CHILDCARE ASSISTANT

Childcare Assistants:

Childcare Assistants work in Day Care, Pre-School and After School settings.

Childcare Assistants work under supervision and within the line management system of the childcare service.

The generic observations which comprise the job profile for this profession do not constitute any form of a job description which purports to describe all of the duties, functions and responsibilities of the profession.

- Jobholders require a FETAC Level 5 Childcare qualification or equivalent.
- Desirable levels of experience range from one to two years relevant experience in childcare post qualification.
- Childcare Assistants work together with other childcare staff to ensure the safety and well-being of the children in their care and to implement and adhere to the standards and policies laid down by management and the Child Care (Pre-School Services) Regulations 2006.
- Childcare Assistants have a clear understanding of the Child Protection Policy of the childcare service and participate in its implementation.
- Childcare Assistants are responsible for ensuring that activities in each session allow the children to experience creative, imaginative, physical, social and cognitive play.
- Childcare Assistants are responsible for ensuring good standards of hygiene, regularly checking and ensuring equipment is safe, preparing classrooms and tidying of same after each session in compliance with health and safety legislation.
- Childcare Assistants require an excellent knowledge of child development and record the progress of each child on a daily basis.
- Childcare Assistants require excellent communication skills in dealing with children and parents and to participate in a team.
- Childcare Assistants are required to attend regular meetings to discuss curriculum, activities and child development. They are also required to attend relevant training courses and childcare network meetings on an ongoing basis.
- Childcare Assistants are required to assist and take part in the organisation of special events, outings and fundraising activities.

The job requires a high level of physical activity.

- Childcare Assistants are required to treat all information they receive with the strictest confidence and professionalism.
- Childcare Assistants have a high regard for their own personal and professional development and for the personal and professional development of others.

The following salary range is recommended for Childcare Assistants:

Recommended Day Care: Childcare Assistant Salary

€27,300 - €27,800 - €28,392, - €28,892, - €29,528

CHILDCARE ROOM LEADER: DAY CARE

Childcare Room Leader:

Childcare Room Leaders supervise childcare assistants and work within the line management system of the childcare service.

The generic observations which comprise the job profile for this profession do not constitute any form of a job description which purports to describe all of the duties, functions and responsibilities of the profession.

- Jobholders require a minimum of FETAC Level 6 Childcare qualification or equivalent.
- Desirable levels of experience range from two to three years relevant experience in childcare post qualification.
- Childcare Room Leaders work together with other childcare staff to ensure the safety and well-being of the children in their care and to implement and adhere to the standards and policies laid down by management and the Childcare Regulations.
- Childcare Room Leaders have a comprehensive knowledge of the Child Protection policy of the service and are active in its implementation.
- Childcare Room Leaders are responsible for ensuring that activities in each session allow the children to experience creative, imaginative, physical, social and cognitive play within the Framework for Early Learning.
- Childcare Room Leaders require excellent leadership skills and should be a positive role model and support to the staff in their room.
- Childcare Room Leaders are responsible for ensuring good standards of hygiene, regularly checking and ensuring equipment is safe, preparing classrooms and tidying of same after each session in compliance with Health and Safety legislation.
- Childcare Room Leaders require an excellent knowledge of child development and record the progress of each child on a daily basis, keep up-to-date records of waiting lists, daily register and accident book.
- Childcare Room Leaders require excellent communication skills in dealing with children and parents and to participate in a team.
- Childcare Room Leaders are required to attend regular meetings to discuss curriculum, activities and child development. They are also required to attend relevant training courses and childcare network meetings on an ongoing basis.
- Childcare Room Leaders are required to assist and take part in the organisation of special events, outings and fundraising activities.
- Childcare Room Leaders are required to treat all information they receive with the strictest confidence and professionalism.
- Childcare Room Leaders have a high regard for their own personal and professional development and for the personal and professional development of others.

The following salary range is recommended for Day Care: Childcare Room Leaders:

Recommended Day Care: Childcare Room Leader Salary

€30,400 - €31,300 - €32,200 - €33,100 - €34,070

PRE-SCHOOL LEADER: AFTER SCHOOL LEADER:

Pre-School/After School Leader:

The Pre-School leader has the overall responsibility for delivery of the pre-school service. The After School leader has the overall responsibility for delivery of the after school service.

The generic observations which comprise the job profile for this profession do not constitute any form of a job description which purports to describe all of the duties, functions and responsibilities of the profession.

- Jobholders require Childcare qualification to degree level.
- Desirable levels of experience range from three to five years relevant experience in childcare post qualification.
- Pre-School/After School Leaders are responsible for the overall safety and well-being of the children in their care and to ensure the implementation and adherence to the standards and policies laid down by management and the Child Care (Pre-School) Regulations 2006 and all other relevant legislation.
- Pre-School/After School Leaders have responsibility for implementing the Child Protection Policy of the service.
- Pre-School/After School Leaders are responsible for ensuring that activities in each session allow the children to experience creative, imaginative, physical, social and cognitive play within the Framework for Early Learning and the ethos of the service.
- Pre-School/After School Leaders require excellent leadership skills and should be a positive role model and support to the staff in the service. They have responsibility for the staff in their service and for ensuring they provide a safe workplace.
- Pre-School/After School Leaders require an excellent knowledge of child development and record the progress of each child on a daily basis, keep up-to-date records of waiting lists, daily register and accident book.
- Pre-School/After School Leaders require excellent communication skills in dealing with children and parents and to participate in a team. They encourage parents to actively participate in the group and ensure parents are kept informed of their child's development.
- Pre-School/After School Leaders are required to call regular meetings to discuss curriculum, activities and child development. They are also required to attend relevant training courses and childcare network meetings on an ongoing basis.
- The job requires a high level of physical activity.
- Pre-School/After School Leaders are required to treat all information they receive with the strictest confidence and professionalism.
- Pre-School/After School Leaders are responsible for the management of the finances of the service.
- The job involves the need to communicate with, and respond to, people inside and outside the setting and to liaise with other professionals.
- Pre-School/After School Leaders help to achieve the overall long-term and short-term aims of the service by the most effective use of the resources available to them.
- Pre-School/After School Leaders have a high regard for their own personal and professional development and for the personal and professional development of others.

The following salary range is recommended for Pre-School/After School Leaders:

Recommended Pre-School/After School: Pre-School/After School Leader Salary

€35,433 - €36,533 - €37,500 - €38,600 - €39,700