

PARTNER OF LABOUR MOVEMENT

Early Childhood Development Agency

Nominated by the Education Services Union.

The Early Childhood Development Agency (ECDA) has been dedicated to making the Early Childhood (EC) profession a career of choice by ensuring competitive salaries and improving educators' welfare and well-being.

To ensure wages of EC educators commensurate with their contributions and professional skills, ECDA has worked with Government-supported preschools to increase educators' salaries by 10-30 per cent over the period of 2023-2024. This effort recognises the wider range of competencies and deeper skills required from EC educators to meet more complex job demands, while reflecting ECDA's commitment to fair remuneration in the sector.

To improve working conditions of EC educators, ECDA has removed the mandatory requirement for childcare centres to open on Saturdays. Apart from enabling educators to recharge and devote more time to their families, the move to a five-day work week acknowledges the importance of their well-being to the delivery of high-quality care and education. ECDA has also made Teachers' Day and Children's Day preschool holidays to recognise educators' contributions in shaping the lives of young children, while establishing six Development Days each year to allow preschools protected time to focus on educators' individual and team development.

These moves support ECDA's objectives of attracting and retaining more educators in the EC sector. ECDA will continue to work alongside the Education Services Union (ESU) to enhance the welfare and well-being of EC professionals amid greater awareness of mental wellness and the stresses they face at work.