

# Report on Survey of Employment Conditions of Kindergarten Teachers

November 2007

## Data

The report is based on returns of questionnaires from 11 Kindergarten constituting c. 70% of surveys circulated. It took considerable time to collate the data with some members requiring significant input from the National Development Officer. Some of the responses were partial which limited the possibilities of drawing valid conclusions.

## Salary

It is possible to gain useful insight into the main component of the conditions of employment of members i.e levels of payment.

The average salary paid to full time kindergarten teachers is €17,664 which compares to a figure of c. €24,000 in the funded community sector more generally.

While two of the 11 responses were in excess of €24,000 most Kindergarten teachers are receiving considerably less than the national average.

## Other conditions

It is not possible to draw final conclusions based on the data received as the conditions in each Kindergarten are so different it is possible to conclude only that Steiner Kindergarten Teachers, most of whom have a high level of education, are receiving very low pay.

## Strategy for change

In speaking to respondents it is clear that the impact of low pay on the quality of services has been ameliorated in the past by levels of personal commitment where individuals were closely connected with their communities and were prepared to contribute out of a sense of identity with that community.

In recent years there is a marked change due, in the main, to the comparative rise in income levels and community solidarity is no longer sufficient to motivate hard pressed individuals to work for low pay.

We need, clearly to devise a strategy to change this situation and to provide a guide for Kindergarten Committees as to the expected salary level. This report will be presented to the first quarterly meeting of the Council in 2008 where future action can be discussed.

P O Shiel

Secretary

For information on Salary Scale for Irish National/Primary School Teachers see [www.into.ie](http://www.into.ie)  
Some survey results for Childcare Workers can be seen at  
[http://www.payscale.com/research/IE/Country=Ireland/Hourly\\_Rate](http://www.payscale.com/research/IE/Country=Ireland/Hourly_Rate)

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