

KZN ECD COP MEETING-HUMAN RESOURCE IN ECD

VENUE: DURBAN TEACHER CENTRE

DATE: 28TH OCTOBER 2019

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HUMAN RESOURCE

Human resource relates to:


- Staffing
- Training and development
- Motivation
- And maintenance

Human resources are people who make up the workforce of an organisation, business and or economy.

In ECD this means:

- Health promoters and health community health workers
- Early Childhood Development Practitioners
- ECD coordinators/supervisors
- Child minders
- Cooks
- Toy Librarians
- Community based health care practitioners
(as per chapter 10 Integrated ECD policy of 2015)

CHALLENGES FACING ECD IN SOUTH AFRICA

- ▶ Financial constrains (i.e. no qualifications = no salary)
 - ▶ Socio economic factors(i.e. malnutrition and ill health)
 - ▶ Inadequate training (i.e. no standardised systems to support and monitor training providers)
 - ▶ Unqualified/non-qualified practitioners (i.e. has been no policy to standardise qualification birth-4)
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OPPORTUNITIES IN THE SECTOR

The president announced the introduction of a second year of compulsory early learning before school... further to this the transfer of responsibilities for ECD from Department of Social Development to Department of Basic Education.

What does this mean?

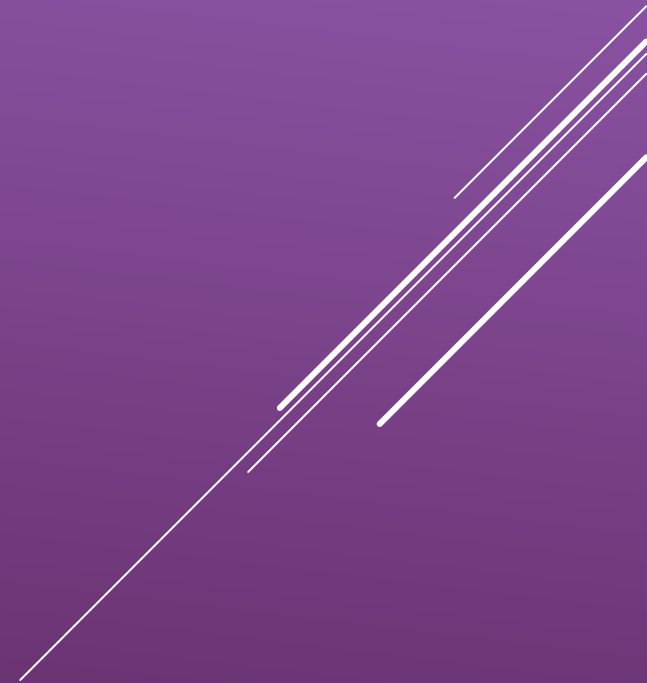
- ❖ Expand access
- ❖ Improved quality of ECD programmes

Through :

- Organisational design _ Human Resource management and Labour relations issues
- Change management
- Infrastructure and assets
- Finances
- Information and communication
- **Policies**
- **Advocacy**

Through :

- Organisations design _ Human Resource management and Labour relations issues
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- Legal and policies
- Advocacy



WHERE TO FROM HERE?

- ▶ Articulation of the ECD qualifications for access and progression
- ▶ Development of complementary of opportunities for career path
- ▶ Alignment of qualifications policy (Policy on- Minimum Requirements for Qualifications for Educators for Early Childhood Care and Education MRQEECCE (2017) as a response to National ECD Integrated Policy (2015)
- ▶ PIECCE- the Project for Inclusive Early Childhood Care and Education

This then means:

- Standardised of levels of remunerations for all categories and to be published in the government gazette:
 - I. Categories of ECD workers
 - II. Qualifications and years of services

Therefore we need:

“Sufficient qualified ‘human resources’ to secure universal availability and equitable access to early childhood development services through the expansion of the size and diversity of the workforce to meet the assessed needs, ensuring that the workforce is qualified and has the necessary skills...” (NIECD, 2015, p.69.)



QUESTIONS AND CLARITIES?

I THANK YOU!

