



Te Tari Puna Ora o Aotearoa  
**NZ Childcare Association**

# Managing change in your ECE service



# Foreword

Dear Member

Tēnā koe

This newly produced resource is designed to help guide you through the difficult process of planning and implementing change around the new early childhood funding regime beginning in 2011.

The review, planning and change implementation process is a challenging one, and there are potential pitfalls that we hope to help you avoid.

All employers have obligations to meet when considering making changes to the way in which they operate, and this document will help ensure you meet your obligations in a fair and equitable manner.

Whilst many of you will be advanced in your planning and may have strong financial skills in your team, we recognise that some of our members may be new to centre management or may sit on the boards of community-based services. We have produced this resource with these people in mind.

However, we hope that the information in this resource will be of use to anyone considering making changes within their service. We sincerely hope that you are able to minimise the impact of the funding changes on your service and that you will be able to continue to deliver the highest possible standards of early childhood care and education.

Te Tari Puna Ora o Aotearoa/NZ Childcare Association has a range of staff with strong expertise in the areas covered in this resource. The NZCA team will continue to provide our members with their best possible advice throughout this difficult period of change.

As a centre member of our association, you can access advice and our other membership services via our Manager Membership Services on 0800 CHILDCARE.

Nāku noa, nā



Nancy Bell  
Chief Executive





**Budget 2010**

# Budget 2010

On 20 May 2010, the government delivered a budget with major implications for the way in which early childhood education services are funded.

The budget provided a 2.4% increase for the non-staffing component of the early childhood education (ECE) subsidy and 20 hours ECE funding rates, and there were several major changes to centre funding.

These budget changes include:

- removal of the funding band for 100% qualified and registered teachers, effective 1 Feb 2011
- removal of the funding band for 80-99% qualified and registered teachers, effective 1 Feb 2011
- introduction of a new 80%+ funding rate to come into effect on 1 February 2011.

No ECE service funded at a rate below 80-99% in July 2010 will be able to move onto the 80-99% or 100% funding rates from November 2010. Centres will be able to move towards or onto the 80%+ band after 1 February 2011.

Any changes to a centre's funding bands will be reflected in their next funding drop as usual, i.e. the funding advance and funding wash-up process.

## *Funding rates from 1 February*

Number of registered teachers	Under 2	2 and over	20 hours ECE
80%+	11.80	6.53	11.12
50-79%	10.68	5.63	10.14
25-49%	8.62	4.49	8.91
0-24%	7.37	3.73	8.13

A full table of budget changes is available on [www.lead.ece](http://www.lead.ece) - follow the 'Budget 2010' links.