



Early Learning and Child Care/ Direction de
l'éducation et de la garde
des jeunes enfants 2021 Brunswick
Street, PO Box 578, Halifax, NS B3J 2S9
Fax (902) 424-0057

MEMORANDUM

TO: Regulated and Provincially Funded Early Learning and Child Care Centres and Family Home Child Care Agencies

FROM: Pamela AuCoin, Executive Director, Early Learning and Child Care

DATE: Wednesday, January 25, 2023

SUBJECT: Wage Increases for Early Childhood Educators

Nova Scotia committed to regular wage scale adjustments for Early Childhood Educators (ECEs) in Fall 2022 as part of our new ECE compensation framework.

We are pleased to advise that ECEs, Directors, Assistant Directors and Inclusion Coordinators employed in non-unionized, regulated and provincially funded child-care centres and family home agencies will receive a wage increase of 3% beginning April 1, 2023. An additional 0.5% wage increase will also be provided on March 31, 2024. These wage increases are consistent with overall public sector wage increases for management and non-bargaining unit staff of employers funded by the provincial government. These increases will be fully funded by the Department of Education and Early Childhood Development.

Wages of ECEs working in unionized centres are addressed through collective bargaining. This wage increase will apply to unionized centres with collective agreements or Memoranda of Agreements in place that include terms agreeing to these wage increases. Additional information to unionized centres will follow.

Though not in effect until April 1, 2023, we have provided these new wage scale rates on our website at www.childcarenovascotia.ca. The 2023-24 *Quality Investment Grant (QIG) Funding Agreement* and the accompanying *QIG Operator Guide* will be updated to reflect these new wage rates when they are sent to operators in February. Operators will continue to report hours worked via the QIG online claim form, which will automatically update to reflect these new wage rates for hours worked as of April 1, 2023.

Please share this information with your ECEs. We are here to support you in understanding these changes and answer any questions you may have. If you have questions, please email our Grants Administration team at ECDSGrants@novascotia.ca.