

## 17. EARLY CHILDHOOD CARE AND EDUCATION AUTHORITY

- 17.1 Operating under the *aegis* of the Ministry of Education and Human Resource, the Early Childhood Care and Education Authority (ECCEA) envisions to provide quality preschool education within a safe, inclusive and child friendly environment.
- 17.2 Its main functions are, *inter alia*, to carry out the registration and supervision of educational institutions, their managers, educators and other staff engaged in early childhood care and education; advise on the development of training programmes on early childhood care and education for educators and other staff in educational institutions; and implement policies of Government with regard to early childhood care and education.
- 17.3 A Director is at the helm of the ECCEA and is responsible to the Board for the execution of the corporate objectives of the Authority as well as for the control and management of its day-to-day business. The core staff consists of officers in the grades of Teacher/Senior Teacher, Assistant Coordinator, Coordinator, and Attendants posted in pre-primary schools while the administrative section includes officers at professional and support level.
- 17.4 Both Management and staff side made proposals taking into account the introduction of a Grant-In-Aid (GIA) Scheme in the pre-primary education sector. Common representations of the Unions and Management pertain to, among others, the creation of an array of grades and upward review of salary scale of teaching staff. Other proposals made by Unions are mainly related to compensation for working after normal school hours and an increase in the number of existing posts. Management also made submissions for amending the qualifications requirement of the grade of Teacher/Senior Teacher. Appropriate explanations were provided during consultative meetings, particularly on requests which could not be retained.
- 17.5 In the Budget Speech for Financial Year 2025/26, it was announced that the GIA Scheme will be reviewed. Subsequently, in October 2025, Cabinet agreed to the setting up of an Inter-Ministerial Committee under the chair of the Ministry of Education and Human Resource in view of the representations received at the level of the parent Ministry regarding the GIA Scheme. Pending decision of the Inter-Ministerial Committee, we are providing a few grades to enable the organisation to function smoothly. Eventually, should the ECCEA require additional levels, following a decision by the Inter-Ministerial Committee, it may, on a needs basis, submit its request for consideration through established procedures.

### Human Resource Officer/Senior Human Resource Officer (New Grade)

- 17.6 The Bureau has been apprised that there has been an increase in human resource issues at the ECCEA, namely to process the salary, leaves, among others, from both the Authority and the private pre-primary sector. Management has requested for the creation of a grade of HR Manager to ensure that human

resource policies, rules, regulations and procedures are properly interpreted and consistently applied.

- 17.7 Whilst examining the proposal, it has been observed that the Human Resource Management Officer of the ECCEA is required, among others, to assist in the implementation of human resource strategies, policies and practices in line with applicable laws, regulations and best HR practices. In view thereof, the creation of a supervisory level of HR Manager is not warranted. However, we are of the view that there is need for a grade at support level. We are, therefore, providing for a level of Human Resource Officer/Senior Human Resource Officer.

### **Recommendation 1**

- 17.8 **We recommend the creation of a grade of Human Resource Officer/Senior Human Resource Officer. Appointment thereto and the duties should be in line with the recommendation made in the Chapter on Observations and General Provisions of this Volume.**
- 17.9 Human Resource Officer/Senior Human Resource Officers possessing the relevant Diploma should be allowed to move incrementally beyond their top salary subject to meeting certain criteria. **Recommendation thereto related has been made in the Chapter on Observations and General Provisions of this Volume.**

### **Office Management Assistant (New Grade)**

- 17.10 Currently, there exist the grades of Clerk/Word Processing Operator and Management Support Officer on the establishment of the ECCEA and these officers are posted in the Head Office. The Bureau has been informed that with an increase in administrative work, there is need for a grade to perform higher level duties than those of the Management Support Officer. The more so, that there is a grade of Executive Officer (Personal) which would be abolished on vacancy. We are, thus, creating a grade of Office Management Assistant.

### **Recommendation 2**

- 17.11 **We recommend the creation of a grade of Office Management Assistant. Appointment thereto and the duties should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.**

### **Psychologist (ECCEA)**

*formerly Child Psychologist (ECCEA)*

### **Recommendation 3**

- 17.12 **We recommend that the grade of Child Psychologist (ECCEA) be restyled Psychologist (ECCEA).**

**Teacher/Senior Teacher****Recommendation 4**

- 17.13 We recommend that officers in the grade of Teacher/Senior Teacher possessing the Certificate in Pre-School Education should be allowed to progress beyond the Qualification Bar (QB) inserted in the salary scale of the grade.**

**Allowance for working with children in ZEP schools**

- 17.14 Teacher/Senior Teachers and Attendants posted in the pre-primary branch of a “Zone d’Education Prioritaire” (ZEP) school are paid a monthly allowance in view of the extra effort put in for the education of the children. We are, in this Report, reviewing the quantum of the allowance.**

**Recommendation 5**

- 17.15 We recommend that the monthly ZEP Allowance payable to staff of the ECCEA posted in the pre-primary branch of the ZEP schools be revised as follows:**

<b>Grade</b>	<b>Monthly ZEP Allowance (Rs)</b>
<b>Teacher/Senior Teacher</b>	<b>2310</b>
<b>Attendant</b>	<b>840</b>

**Allowance for working in Specialised Schools**

- 17.16 A monthly allowance is paid to Teacher/Senior Teachers who are seconded for duty at the Lois Lagesse Trust Fund or posted in other specialised schools to give specialised care and attention to children with special needs. We are revising the quantum.**

**Recommendation 6**

- 17.17 We recommend that the monthly allowance payable to Teacher/Senior Teachers, seconded to the Lois Lagesse Trust Fund and those posted to other specialised schools who are called upon to give specialised care and attention to children with special needs be revised to Rs 1040.**

**Abolition of Grades**

- 17.18 Management has submitted that the grades of Stores Attendant (Ex SMEDA) (Personal), Caretaker (Personal to employees in post as at 30.06.93) and Purchasing and Supply Officer (Personal) are vacant and would no longer be required. **These grades are, therefore, being abolished.****

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### SALARY SCHEDULE

<b>ECCEA 1 :</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965</b> Attendant
<b>ECCEA 2 :</b>	<b>Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765</b> Handy Worker
<b>ECCEA 3 :</b>	<b>Rs 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 32615</b> Stores Attendant
<b>ECCEA 4 :</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280</b> Office Auxiliary/Senior Office Auxiliary <i>formerly Office Care Attendant</i>
<b>ECCEA 5 :</b>	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver/Office Auxiliary <i>formerly Driver/Office Attendant</i>
<b>ECCEA 6 :</b>	<b>Rs 23945 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110</b> Receptionist/Telephone Operator
<b>ECCEA 7 :</b>	<b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</b> Clerk/Word Processing Operator Statistical Clerk
<b>ECCEA 8 :</b>	<b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 QB 43020 x 970 - 46900 x 1050 - 47950</b> Teacher/Senior Teacher
<b>ECCEA 9 :</b>	<b>Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Management Support Officer
<b>ECCEA 10:</b>	<b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Assistant Financial Operations Officer Assistant Procurement and Supply Officer Executive Officer (Personal)

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<b>ECCEA 11:</b>	<b>Rs 29915 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200</b> Assistant Coordinator (ECCEA)
<b>ECCEA 12:</b>	<b>Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Confidential Secretary
<b>ECCEA 13:</b>	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950</b> Procurement and Supply Officer
<b>ECCEA 14:</b>	<b>Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Social Worker (ECCEA)
<b>ECCEA 15:</b>	<b>Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400</b> Office Management Assistant (New Grade)
<b>ECCEA 16:</b>	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b> Human Resource Officer/Senior Human Resource Officer (New Grade)
<b>ECCEA 17:</b>	<b>Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850</b> Financial Operations Officer/Senior Financial Operations Officer
<b>ECCEA 18:</b>	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600</b> ICT Technician Resource Centre/Documentation Officer
<b>ECCEA 19:</b>	<b>Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 64200</b> Safety and Health Officer/Senior Safety and Health Officer
<b>ECCEA 20:</b>	<b>Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 QB 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 69800</b> Coordinator (ECCEA)

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**ECCEA 21: Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**

Human Resource Management Officer

IT Analyst

*formerly IT Officer*

Psychologist (ECCEA)

*formerly Child Psychologist (ECCEA)*

**ECCEA 22: Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**

Accountant/Senior Accountant

Internal Auditor/Senior Internal Auditor

**ECCEA 23: Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750**

Administrative Secretary

**ECCEA 24: Rs 130000**

Director

