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Wage Scale Program

**All ELCC centre staff
play an important role**

in supporting the development
of our children.



****Eligible centres are encouraged to apply. The ELCC Wage Scale Program will launch on October 1, 2023.**

Supporting Early Childhood Educators

Nunavut's Early Learning and Child Care (ELCC) Wage Scale Program recommends a minimum wage that should be provided to ELCC staff. To promote the scale's implementation and the recruitment and retention of dedicated ELCC staff, this new program accepts applications from licensed child care centres for contribution funding to top up their staff compensation to levels outlined in the scale.

This initiative provides contribution funding to licensed child care centres serving children aged 0-6. The goal is to ensure that ELCC staff receive equitable compensation for their crucial role in promoting the growth and well-being of all children. The ELCC Wage Scale outlines distinct wage levels across four categories:

- Management.
- Early childhood educator.
- Program support.

- Centre support.

These wage levels correspond to years of experience and the associated responsibilities within each category. Additionally, the educational level of early childhood educator certification influences wages for Management and Early Childhood Educators. Download the Wage Scale:

Download

(<https://www.gov.nu.ca/sites/default>

[/files/elcc-wagescale-09-2023.pdf](https://www.gov.nu.ca/sites/default/files/elcc-wagescale-09-2023.pdf))

Who Can Participate?

Licensed child care centres serving children aged 0-6 years old are eligible to participate. Afterschool programs are excluded from eligibility.

Eligibility Criteria

Employees working in licensed child care centres within any of the four categories are eligible:

- Management (e.g., ECE Director, Supervisor, Manager).
- Early Childhood Educator.
- Program Support (e.g., Language Programming staff, Special Needs Support staff).
- Centre Support (e.g., Custodian, Cook).

How to Apply

Licensed child care centres must submit a completed application form (https://www.gov.nu.ca/sites/default/files/elcc_wage_scale_application_form.xlsx) to the appropriate regional office (<https://www.gov.nu.ca/information/contact-0>), providing the following for each centre staff person:

- Name.
- Current base hourly wages for each staff member and their role.
- Years of licensed child care experience; and
- Current level of early childhood educator certification (e.g., none, certificate,

diploma/degree).

****Eligible centres are encouraged to apply. The ELCC Wage Scale Program will launch on **October 1, 2023.******

FAQs

Q: How does the ELCC Wage Scale program work?

Licensed child care centres must apply to receive funding under the program. A list of all eligible employees working at the centre, including their current base hourly wage, years of experience and current level of early childhood educator certification, must be submitted along with the application form. Contribution funding will be provided to licensed child care centres to ensure that they can pay eligible employees up to the hourly wages set out in the wage scale.

How are ELCC Centre Staff placed on the ELCC Wage Scale?

Initial placement on the wage scale is determined by the employees' level of responsibility in the centre (i.e., Management, Early Childhood Educator, etc.), level of early childhood educator (ECE) certification, and years of experience. For example, an employee working as an early childhood educator, with an ECE Certificate who has been working in a licensed child care centre for two years will be placed on step 3, level 2 of the ECE category.

How do employees increase their step or level within the wage scale?

Employees are eligible to increase their step or level placement on the wage scale the longer they remain working in licensed child care centres (i.e., the more experience they have) or as they further their education (i.e., they receive their early childhood educator certificate or diploma).

For example, an employee who was initially placed at step 3, level 2 of the ECE category, will move up one step if they continue working in the same role for one year. Similarly, an employee who was initially placed at step 3, level 2 of the ECE category, would move to level 3 if they successfully complete an ECE Diploma.

Who is responsible for assigning placement on the ELCC Wage Scale?

Licensed child care centres' management staff (i.e., Director or Manager) are responsible for assessing employees' years of experience, level of education, and responsibility, and assigning staff a placement on the wage scale.

Can centres pay staff more than the ELCC Wage Scale rates?

Yes, centres that already pay employees more than the wages set out in the wage scale may not use the wage scale to decrease existing wages.

Will ECE staff continue to receive the Wage Top-Up?

No, the temporary Wage Top-up program of \$4.50/hour ends on September 30, 2023,

and is replaced by the ELCC Wage Scale Program as of October 1, 2023.

Is there a limit to the amount a centre can receive for their staff?

A total of over \$10 million over three years is being invested to increase wages for ELCC centre staff across Nunavut. This wage scale is supported by federal funding, made available through a contribution agreement with the Department of Education.

The number of employees required to meet staff to child ratios will be considered in addition to total available funding.

Related Links

Application Form (https://www.gov.nu.ca/sites/default/files/elcc_wage_scale_application_form.xlsx)

Canada-Nunavut Canada-wide ELCC Agreement - Canada.ca (<https://www.canada.ca/en/early-learning-child-care-agreement/agreements-provinces-territories/nunavut-canada-wide-2021.html>)



Funded by the Government of Canada through the Canada – Nunavut Canada-wide Early Learning and Child Care Agreement.

 [elcc-wagescale-09-2023.pdf](https://gov.nu.ca/sites/default/files/elcc-wagescale-09-2023.pdf) (<https://gov.nu.ca/sites/default/files/elcc-wagescale-09-2023.pdf>)

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[Full-Day Kindergarten Pilot Program \(https://gov.nu.ca/information/2023-2024-full-day-kindergarten-pilot-program\)](https://gov.nu.ca/information/2023-2024-full-day-kindergarten-pilot-program)

Early Learning and Child Care Wage Scale

Step	Years of Experience	Level 1 Hourly Wage	Level 2 Hourly Wage (ECE Certificate)	Level 3 Hourly Wage (ECE Diploma)
Management Category				
1	0	\$37.44	\$40.10	\$42.94
2	1	\$38.40	\$41.12	\$44.04
3	2	\$39.38	\$42.18	\$45.17
4	3	\$40.39	\$43.26	\$46.33
5	4	\$41.42	\$44.36	\$47.51
6	5+	\$42.48	\$45.50	\$48.73
ECE Category				
1	0	\$26.42	\$28.30	\$30.30
2	1	\$27.10	\$29.02	\$31.08
3	2	\$27.79	\$29.76	\$31.88
4	3	\$28.50	\$30.53	\$32.69
5	4	\$29.23	\$31.31	\$33.53
6	5+	\$29.98	\$32.11	\$34.39
Program Support Category				
1	0	\$23.95		
2	1	\$24.56		
3	2	\$25.19		
4	3	\$25.83		
5	4	\$26.49		
6	5+	\$27.17		
Centre Support Category				
1	0	\$23.71		
2	1	\$24.32		
3	2	\$24.94		
4	3	\$25.58		
5	4	\$26.24		
6	5+	\$26.91		

The wage scale will be reviewed annually and may be revised in consideration of the rate of inflation and available funding.

