

## Childhood Services Ireland

CSI, your trade association in Ibec, as always will act in the best interest of our members and be your trusted business partner. It has been quite an extraordinary year for the Early Years sector and the country as a whole. We have worked with you to navigate through the pandemic while ensuring services have remained sustainable and safe for all our children and their families as well as our staff.

Over the last 12 months, CSI have been working hard to establish the Early Years Joint Labour Committee (JLC) and we are delighted to have received 5 seats on the committee. CSI will be engaging with SIPTU throughout 2022 to agree an Employment Regulation Order (ERO) which will set minimum terms and conditions for staff in the sector. CSI will consult with our members throughout this process, so your continued support and engagement is crucial.

CSI undertook a significant body of work for Budget 2022 which you can find in our Budget submission. A new core funding stream will be implemented providing €207 million on an annual basis which is to be made available to services to support improvements to terms and conditions. This funding is contingent on the Joint Labour Committee agreeing the ERO.

As we look back over the year, we are proud to reflect on some of the many important interventions and contributions we have made on your behalf:

### Representation

- Our sectoral policies and recommendations have been reflected in the extensive Government supports provided for services during Covid, including the EWSS, COSP, and Sustainability Fund.
- CSI are the primary provider and employer's voice in establishing the Joint Labour Committee for the sector and have received 5 nominations to represent employers on this committee. With Ibec's vast experience in industrial relation and employment law, we are the most knowledgeable and professional body to protect the interests of providers and achieve a mutually beneficial outcome for all.
- CSI are a key and respected voice in navigating the New Funding Model. This area is of crucial importance as it will determine the sustainability of services as well as any potential regulations placed on providers. CSI have been highly engaged with the aim of achieving the best possible outcome for providers by protecting a service's right to earn a living and make a profit that permits them to reinvest back into their services.
- CSI are a key stakeholder regarding the Workforce Development Plan. CSI aim to ensure that a clear career framework and role profiles are designed that better recognise the operational needs of providers and improve employee retention in the sector.

### **Advice and Information**

- Throughout Covid-19 CSI provided advice directly on all aspects of business continuity including HR advice, health and safety, financial support schemes, remote working and restructuring.
- CSI's dedicated HR Executive has had engaged directly with individual members on more than 500 occasions so far this year providing advice on a range of topics from employment law, HR best practice and support, and contracts and policies.
- Our FAQ publications have been widely lauded and appreciated by members covering topics such as Covid-19, Financial Management, and Human Resources best practice.

### **Networking & Events**

- CSI's webinar programme has received more than 600 attendees so far this year covering topics such as Covid-19, Financial Management, and Human Resources best practice.

### **Funded Training Supports**

- Together with our strategic partners Skillnet Ireland we have delivered and continue to deliver our CSI Training offerings and other initiatives such as MentorsWork. There has been significant uptake on both our management courses and certified courses, and we will be rolling out more varied and improved offerings shortly.