

Pay and Conditions Survey 2017

Each year SCMA publish a 'Pay and Conditions Guide' that offers best practice guidance for our childminder members. SCMA would never set out 'rules' for childminders, however many childminders find our Pay and Conditions guide helpful and useful when applying conditions to their own childminding service.

We had a positive response to this year's Pay and Conditions survey with 514 members taking part, which is a 12% response rate. SCMA's Pay & Conditions Survey 2017 results are detailed below:

Rates of Pay

Each member who responded to the survey was asked to give details of their hourly rate; for pre-school children and term-time and holiday rates for school-age children. From the results, we calculate the overall average hourly rate that childminders charge (per child) for each local authority area.

Aberdeen City	£4.79	Inverclyde	£4.56
Aberdeenshire	£4.49	Midlothian	£4.51
Angus	£4.13	Moray	£4.16
Argyll and Bute	£4.11	North Ayrshire	£4.17
City of Edinburgh	£5.24	North Lanarkshire	£4.13
City of Glasgow	£4.59	Orkney	£3.83
Clackmannanshire	£3.68	Perth and Kinross	£4.03
Dumfries and Galloway	£4.04	Renfrewshire	£4.00
Dundee	£4.13	Scottish Borders	£3.96
East Ayrshire	£3.96	Shetland	£4.50
East Dunbartonshire	£4.15	South Ayrshire	£4.14
East Lothian	£4.42	South Lanarkshire	£4.01
East Renfrewshire	£4.11	Stirling	£4.19
Falkirk	£4.07	West Dunbartonshire	£4.51
Fife	£4.20	West Lothian	£4.00
Highland	£4.60	Western Isles	£4.26

	Pre-School	School (term-time)	School (holidays)		Pre-School	School (term-time)	School (holidays)
Aberdeen City	£4.70	£4.86	£4.82	Inverclyde	£4.44	£4.69	£4.56
Aberdeenshire	£4.43	£4.57	£4.46	Midlothian	£4.45	£4.42	£4.67
Angus	£4.13	£4.11	£4.15	Moray	£4.16	£4.19	£4.13
Argyll & Bute	£4.13	£4.06	£4.14	N. Ayrshire	£4.00	£4.38	£4.13
Edinburgh	£5.22	£5.26	£5.23	N. Lanarkshire	£4.06	£4.29	£4.03
Glasgow	£4.55	£4.75	£4.48	Orkney	£3.83	£3.83	£3.83
Clackmannanshire	£3.68	£3.68	£3.68	Perth and Kinross	£4.18	£4.21	£3.71
D&G	£3.92	£4.15	£4.05	Renfrewshire	£4.00	£4.00	£4.00
Dundee	£4.05	£4.47	£3.88	Scot. Borders	£3.95	£3.99	£3.95
E. Ayrshire	£3.85	£4.29	£3.75	Shetland	£4.50	£4.50	£4.50
E. Dunbartonshire	£3.89	£4.65	£3.91	S. Ayrshire	£4.08	£4.25	£4.08
E. Lothian	£4.17	£4.46	£4.34	S. Lanarkshire	£4.00	£4.35	£3.68
E. Renfrewshire	£3.99	£4.75	£3.58	Stirling	£4.22	£4.18	£4.18
Falkirk	£4.04	£4.11	£4.07	W. Dunbartonshire	£4.43	£4.54	£4.57
Fife	£4.16	£4.24	£4.19	W. Lothian	£4.11	£3.77	£4.15
Highland	£4.59	£4.65	£4.57	Western Isles	£4.26	£4.26	£4.26

According to the 2017's SCMA Pay & Conditions Survey, the overall average hourly rate for a childminder in Scotland is £4.24. This means that the average rate of a childminder has increased by 4% from £4.08 in 2016.

Average rate of a childminder in Scotland (per hour/per child)	
Pre-school child	£4.19
School-age child (term-time)	£4.34
School-age child (during holidays)	£4.18
Combined average	£4.24

As an association, we must ensure that childminders are promoted as an affordable childcare option for parents. Families benefit from a quality, flexible home-based service, where professional childminders offer more one-to-one support and cater for each child's individual needs.

Payments and Deposits

It is very common for childminders to offer a discount, when they look after children from the one family. 36% of those who responded offer a discount and 20% answered "sometimes".

We would always encourage childminders to take payments in advance as a large number of calls to our Helpline are regarding non-payment of fees, and it is not always possible to recover your lost earnings.

49% of the childminders we surveyed take payments in advance, which is 3% more than we recorded in 2016.

31% of members ask for a deposit to secure a childminding place. This figure has increased by just 1% from the previous year. A deposit can help ensure the childminder's costs are covered if a parent fails to make a payment.

Retainer Fees

Retainer fees can be charged where a childminding place is being kept available for a parent, but is not actually being used, i.e. whilst the child is at nursery. Our survey found that 45% of our members apply retainer fees to their childminding contracts. 73% charge 'half fee' as a standard retainer and 6% charge full fee to hold a place.

A retainer fee should guarantee that the place is open and available to the parent, whilst securing an income for the childminder. It is essential that childminders are aware that a retainer fee holds the place open, and cannot be used by another child.

Holidays

Holidays are an important part of all our working lives. For childminders it is also good practice to plan ahead and incorporate holidays into their childminding contracts with parents.

27% of childminders take four weeks holiday each year and 29% take six weeks. 32 childminders (6%) also highlighted that they work term-time only.

SCMA recommends that if a childminding service is open and available, a charge is appropriate and if the service is closed and not available, no charge should be made. This general theory is carried out by 89% of the members who responded to the survey.

Tax-Free Childcare

The UK Government has started inviting parents to apply for Tax-Free Childcare. Childminders and other childcare providers who want to be involved can sign up to the scheme.

So far 70% of the childminders we surveyed have already signed up with HMRC to receive Tax-Free Childcare payments from their parents.

Working with families

To find out more about the range of childcare provision within their communities, we asked our members to tell us how many children and families they currently provide a service for.

Total number of families currently using your childminding service

Less than 3	70
3-5	235
6-10	190
More than 10	19

Total number of individual children regularly attending your childminding service

0-2	31
3-4	98
5-6	130
7-8	104
9-10	75
11-12	44
More than 12	32

To find out more about the support childminders provide to families within their communities, including funded Early Learning and Childcare (ELC), we asked members to highlight the additional or specialist services they currently provide:

Places for SCMA Community Childminding (or a similar service)	73 (14%)
Places for two year olds, as part of 600 hours funded ELC	67 (13%)
Places for three and four year olds, as part of 600 hours funded ELC	27 (5%)
Funded childcare on behalf of the Local Authority or Social Services	40 (8%)
Funded childcare for a parent attending college	124 (24%)
None of the above	330 (64%)

So far in 2017, 105 childminders who took part in the survey (23%) have experienced parents leaving their service for varying reasons, including:

Due to the introduction of Early Learning and Childcare (ELC)	12 (3%)
Due to change in the family's circumstances	28 (6%)
Due to children transitioning to school and beyond	36 (8%)
Due to family moving to a different area	16 (4%)
I'd prefer not to say	10 (2%)
Another reason for leaving	26 (6%)
No families have left my service so far in 2017	348 (77%)

The survey results also revealed that 53% of childminders currently have vacancies within their service.

Every year SCMA publishes its updated Pay & Conditions guide - our negotiating guide for childminders, which outlines the average rate of a childminder in each of the 32 areas across Scotland, best practice guidelines for contracts and how best to sustain your business.

Login to the Membership Dashboard at **childminding.org** to download the SCMA Pay & Conditions guide.