



Cymru  
National Day Nurseries Association

\*Brighter thinking  
for early years

\*Meddwl mwy disglair  
ar gyfer y blynyddoedd cynnar

## **Report on staffing levels and issues faced post pandemic from Two counties Nursery.**

Since the pandemic we have found that our workforce after a long spell on furlough have changed their attitude to work. We have tried to accommodate this change by offering a 4 day week. However, many of our long serving staff have moved on to different jobs.

In total I lost 11 members of staff.

- 1 become a lollipop lady
- 1 retired
- 2 left to look after elderly parents who had suffered from covid
- 3 left to go to a school setting
- 2 had babies and decided not to come back
- 1 left due to the stress of a safeguarding issue at nursery
- 1 left to go part time at another setting.

Some of these staff had been with the company for 20 plus years so we found it odd that they decided to move on, we can only assume that the time off on furlough gave them a chance to reevaluate their situation and look at different ways of working in the post pandemic workplace. We have increased the wages to above minimum wage, but people are still not applying.

The staff I have now are needing training to qualify and also the mandatory training, first aid etc. I am unable to release them during the day due to no cover, therefore they have to complete the training evenings or weekends.

We had an advert for full time staff, however the people that applied wanted part time work. Therefore we were able to accommodate them by looking at our rotas and ensuring we kept in ratios. We have been able to offer 2 members of staff 3 days 9am – 3pm; and the other staff is now working 2 days.

We have also noticed that there has been a massive reduction on the newly qualified staff coming into, the workplace arena since the pandemic. We assume that this is due to a non-completion of qualifications due to the pandemic. We are also noticing that the young people we are interviewing are looking for far less hours than previously.

We are concerned that the childcare sector is headed for a catastrophic breakdown in staff if the trends continues, and would be good to see a more stringent qualification that harps back to the old style NNEB qualification with incentives to participate. We would also like to see a sector lead induction qualification that would allow new staff to start and be deemed suitable by CIW. A two-year induction at level 2 that meets requirements and allows the



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sector to train the staff in a way that we know is safe and competent but also meets our needs as a nursery.

One of our major concerns is that it is now as financially rewarding to stack shelves or prepare fast food as it is to care for children. We would like to see government lead a program that recognises the dedication and vocational elements of childcare. This would obviously need to reward the workforce at a level that made the work attractive. We feel we have reached a plateau as childcare is often depicted by the media as being really expensive when in reality as businesses, we make very little profit and pay our staff a minimum wage.

I am now working hands on within the nursery and included within the ratios. To ensure that we keep up to date with the Leadership and Management aspect of the nursery, I am having to complete this evenings and weekends.

We are in real need of quality qualified staff.

By Lesley Price, Owner Two Counties Nurseries, Cwmbran

### **Adroddiad ar lefelau staffio a materion a wynebwyd ar ôl pandemig o Feithrinfa Ddwyr sir.**

Ers y pandemig ffeindion ni bod ein gweithlu ar ôl cyfnod hir o ffyrlo wedi newid ei agwedd tuag at waith. Trio'n ni addasu'r newid trwy gynnig wythnos 4 diwrnod. Fodd bynnag, mae llawer o'n staff gyfnod hir wedi symud i swyddi gwahanol.

I gyd, collais i 11 aelod o staff.

- Wnaeth 1 dod yn foneddiges lolipop
- 1 ymddeol
- 2 adael i edrych ar ôl rhieni hen wnaeth dioddef gyda'r coronafeirws.
- 3 gadael i weithio yn sefydliad ysgol.
- Cafodd 2 babi a phenderfynu peidio dod 'nôl.
- 1 gadawodd oherwydd straen o fater diogelu yn y feithrinfa.
- 1 gadawodd i fynd yn rhan amser mewn sefydliad arall.

Roedd rhai o'r staff yma wedi bod gyda'r cwmni am dros 20 mlynedd felly ffeindion ni hynny'n od bod nhw wedi penderfynon symud ymlaen, rydym dim ond yn gallu tybied bod yr amser bant ar ffyrlo wedi rhoi cyfle iddyn nhw ailbricio ei sefyllfa ac edrych ar

ffyrdd gwahanol o weithio yn y gweithlu ar ôl y pandemig. Rydym wedi cynyddu'r cyflog i dros isafswm cyflog, ond dydy pobl dal ddim yn ymgeisio.

Mae'r staff sydd gen i nawr angen hyfforddiant i gymhwyso a hefyd yr hyfforddiant gorfodol, cymorth cyntaf a.y.y.b. Dwi fethu ryddhau nhw yn ystod y dydd gan fod neb i'w gymryd ei le, felly mae rhaid iddyn nhw gwblhau'r hyfforddiant ar nosweithiau neu ar y penwythnos.

Roedd gennym ni hysbyseb ar gyfer staff llawn amser, ond roedd y bobl a ymgeisiodd eisiau gwaith rhan amser. Felly roeddem yn gallu darparu ar eu cyfer trwy edrych ar ein cylchres a sicrhau ein bod yn cadw mewn cymarebau. Rydym wedi gallu cynnig 3 diwrnod 9am – 3pm i 2 aelod o staff; ac mae'r staff eraill bellach yn gweithio 2 ddiwrnod.

Rydym hefyd wedi sylwi bod gostyngiad enfawr yn nifer y staff newydd sydd wedi cymhwyso sy'n dod mewn i'r gweithlu ers y pandemig. Tybiwn fod hyn oherwydd diffyg cymwysterau oherwydd y pandemig. Rydym hefyd yn sylwi bod y bobl ifanc yr ydym yn eu cyfweld yn chwilio am lawer llai o oriau nag o'r blaen.

Rydym yn pryderu bod y sector gofal plant yn mynd i weld chwalfa drychinebus yn nifer y staff os bydd y tueddiadau'n parhau, a byddai'n dda gweld cymhwyster mwy llym sy'n tynnu'n ôl i'r hen gymhwyster 'NNEB' gyda chymhellion i gymryd rhan. Hoffem hefyd weld cymhwyster sefydlu i arwain y sector a fyddai'n galluogi staff newydd i ddechrau a chael eu hystyried yn addas gan AGC. Anwythiad dwy flynedd ar lefel 2 sy'n bodloni gofynion ac sy'n caniatáu i'r sector hyfforddi'r staff mewn ffordd sy'n ddiogel a chymwys ond sydd hefyd yn cwrdd ag ein hanghenion fel meithrinfa.

Un o'n prif bryderon yw ei bod bellach yn rhoi cymaint o foddhad ariannol i bentryru silffoedd neu baratoi bwyd cyflym ag yw e i ofalu am blant. Hoffem weld y llywodraeth yn arwain rhaglen sy'n cydnabod ymroddiad ac elfennau galwedigaethol gofal plant. Yn amlwg byddai angen i hyn wobrwyo'r gweithlu ar lefel a oedd yn gwneud y gwaith yn ddeniadol. Teimlwn ein bod wedi cyrraedd llwyfandir gan fod gofal plant yn aml yn cael ei ddarlunio gan y cyfryngau fel rhywbeth drud iawn pan mewn gwirionedd fel busnesau, ychydig iawn o elw rydym yn ei wneud ac yn talu isafswm cyflog i'n staff.

Rwyf bellach yn gweithio'n ymarferol yn y feithrinfa ac wedi fy nghynnwys o fewn y cymarebau. Er mwyn sicrhau ein bod yn cael y wybodaeth ddiweddaraf am agwedd Arweinyddiaeth a Rheolaeth y feithrinfa, mae'n rhaid i mi gwblhau hyn yn ystod nosweithiau ac ar benwythnosau.

Rydym wir angen staff o safon gyda'r cymwysterau cywir.

Gan Lesley Price, Perchennog Meithrinfa Ddwyrain, Cwmbran