

To the attention of
Members of the Parents Childcare Council
Parents of children in Wiesbaden Daycare centers
City Council, Mr. Detlef Bendel

Wiesbaden, 20.02.2016

Dear members of the Parents Childcare Council,,
Dear parents,,

Wiesbaden is proud of a high quality standard in the child daycare situation, especially in the run-up to the municipal elections on March 6...

But reality looks often different and we face surprises from known political corners...

Wiesbaden City Council Detlef Bendel (CDU) who represents the City Department of Economy and Personnel (Dezernat für Wirtschaft und Personal) has prompted the Children-Daycare-Department (Abteilung für Kindertagesstätten) to:

- re-evaluate the job characteristics "particularly difficult specialized occupation" in all Child Daycare centers
- classify new hire employees in Child Daycare centers in the lower salary level S8a, regardless of their former job experience (even if they have several years of experience in Child Daycare)

Background:

Since 6 years, Wiesbaden has a mutual agreement between Employer (Department of Child Daycare) and the staff council about the salary group and job classification. This was revised positively after a large strike and work stopping of all employed educators (Erzieher/-innen) in 2015. Actually, job beginners start at classification S8a, educators with experience will move to S8b soon, in consideration of defined criteria. The job characteristic "particularly difficult specialized occupation" is fulfilled in all child daycare centers in Wiesbaden – this was also agreed upon.

These decisions were important for a high quality childcare standard.

For a consistent path in childcare quality standard, we expect Wiesbaden to commit to the status quo:

- the job classification “particularly difficult specialized occupation” is also fulfilled in year 2016 and beyond
- the child daycare employees and new hires with experience are paid in salary group S8b
- job beginners start with salary classification S8a. Once they qualify for the defined criteria, they will be paid by category S8b.

What is the impact if the salary classification is verified and changed?

As a result, some daycare centers (Kita’s) may fulfill the criteria for the “particularly difficult specialized occupation” and some may NOT fill these criteria. This may lead to a particular verification of each group situation within one KiTa.

What could this result to:

- new hires will look for a KiTa which offers the best salary classification
- employees within one KiTa may be paid different, depending on which group they work in, e.g. if the group is an Integration group
- a categorization will inevitably lead to a stigmatization of a KiTa in some city districts
- a fiscal consolidation will be done at the expense of the employees

The SEB emphasizes that this request from City Council Bendel is counterproductive. A shortage of Childcare specialists will be inevitable.

We are facing social changes, and we emphasize that the criteria “particularly difficult specialized occupation” is relevant in each KiTa and each Kinderkrippe (child daycare for children below 3 years of age)!

High standard quality child care in Wiesbaden should be an investment in the future. And we need enough childcare exports in relation to the children that are taken care of.

The SEB-KT supports the resolution initiated by the employees of Social and Educational Services for appropriate salary and job categorization S8b for all child daycare employees. The SEB demands that the re-evaluation of the job characteristics is stopped immediately!

With best regards,

The SEB Board

Tiba Maleh | Sascha Fuhrmeister | Jürgen Noack | Angela Weck | Raman Abdi

Petition for the Quality Assurance within the qualified employees in the Child Daycare department in Wiesbaden



We, the signatories support the resolution of the employees of the Social and Education services. We demand appropriate salary S8b for all educators, we demand to immediately stop the re-evaluation of the job characteristics!

The SEB emphasizes that this request from City Council Bendel is counterproductive. As a result, a shortage of Childcare specialists will be inevitable.

We are facing social changes, and we emphasize that the criteria "particularly difficult specialized occupation" is relevant in each KiTa and each Kinderkrippe! We demand that the re-evaluation is stopped!

High standard quality child care in Wiesbaden should be an investment in the future. And we need enough childcare exports in relation to the children that are taken care of.

Name, Vorname	City	Signature

Bitte bis zum 01.03.2016 zurück an: SEB-KT, z.Hd. T. Maleh, Kaiser-Friedrich-Ring 53, 65185 Wiesbaden

Vorsitzende Tiba Maleh KT Luxemburgplatz	Stellvertreter Sascha Fuhrmeister KT Erbenheim	Stellvertreter Jürgen Noack KT St. Veiter Platz	Schriftführerin Angela Weck KT Galatea Anlage	Kasse: Raman Abdi KT Galatea Anlage
Kontakt Postadresse: Tiba Maleh, Kaiser-Friedrich-Ring 53, 65185 Wiesbaden	info@seb-kt.de	www.seb-kt.de	http://www.facebook.com/SEBKTWiesbaden	

Petition for the Quality Assurance within the qualified employees in the Child Daycare department in Wiesbaden



Wir, die Unterzeichner/-innen unterstützen die Resolution der Beschäftigten des Sozial- und Erziehungsdienstes bei der Forderung nach angemessener Bezahlung S8b für alle Erzieher/-innen und fordert den sofortigen Stopp einer erneuten Überprüfung der Tätigkeitsmerkmale!

Wir weisen mit Nachdruck darauf hin, dass das aktuelle Verfahren und das Anliegen von Herrn Stadtrat Bendel völlig kontraproduktiv ist und ein Fachkräftemangel in den städtischen Kitas damit unausweichlich ist.

Durch die gesellschaftlichen Veränderungen sind gerade auch in diesen Zeiten die Tatsache der „besonders schwierigen Tätigkeiten“ in allen Kitas und in allen Krippen erfüllt! Dies muss und darf nicht erneut geprüft werden!

Qualitativ hochwertige Kinderbetreuung soll auch in Wiesbaden als eine Investition in die Zukunft gesehen werden und dies findet mit einer positiv beeinflussten Fachkraft-Kind-Relation statt!

Name, Vorname	Wohnort	Unterschrift

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