



# PAY PARITY

A guide to pay parity for ECE teachers and service providers



# Navigating the pack

This pack provides teachers and service providers with information they need to make decisions around opting in, their eligibility for and obligations under pay parity.

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# An introduction to pay parity

## What is pay parity about?

Pay parity is about recognising the quality teaching and leadership that will make a difference for young learners and whānau and encouraging certificated teachers to join and remain teaching in ECE.

The pay parity scheme is all about moving certificated teachers working in education and care and hospital-based services closer towards pay parity with kindergarten teachers.

## How does it work?

Pay parity is an **Opt-in scheme** where the government will support services to pay teachers in line with their kindergarten colleagues.

### Opting-in to the scheme

Services will attest through their RS7 return that they have paid all employed certificated teachers at least the required salary amounts. The attestation is completed three times a year for the March, July and November funding rounds.



### Higher funding rates for service providers

Services who attest to paying all employed certificated teachers at least the salary amounts described in the ECE Funding Handbook are eligible to receive higher funding rates.

### Salary Scales

Services who opt into Parity will pay Step 1-6. Services who opt into Extended Parity will pay partial steps 1-11 + partial management step. From 1 November 2023, services will be able to opt-in to Full Parity, paying at least the Full Step 1 - 11 + Full management steps.

## Who does pay parity affect?

Consider where you fit into this picture...



**SERVICE PROVIDERS**

Education and Care and Hospital-based services who have opted-in to the pay parity scheme described in the ECE Funding Handbook.



**TEACHERS**

Certificated Teachers working in Education and Care or Hospital-based services who have opted-in to the pay parity scheme.



**Now use these icons to help you navigate through this document!** Throughout the document these icons will be placed to indicate which information and steps in the process are relevant to you.

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## What Teachers need to know...



### TEACHERS

“It’s a small step towards parity but at least we are making more progress each year.”

#### Eligibility

ECE and Primary qualified and **certificated teachers** working in an education and care or hospital-based services that has opted-in are eligible for the minimum salaries described as part of pay parity

#### What is a certificated teacher?

For funding purposes, ‘certificated teachers’ must have:

- A NZ ECE or primary teaching qualification and a current practising certificate, or
- An overseas qualification assessed by NZQA as comparable to a NZ ECE or primary teaching qualification and a current practising certificate, or
- A letter from the Teaching Council with a clear ECE or primary “endorsement” (where registration has been gained through the Council's discretionary pathway), and a current practising certificate.
- Secondary teaching qualifications **do not** meet the eligibility criteria.

#### Benefits

- There are agreed minimum salaries for teachers based on your qualifications and years of experience. If your employer has opted into pay parity, you will be eligible for one of the salary steps.
- If your service opts-in to the pay parity scheme, they will receive higher funding rates to provide annual salary progressions for every 2080 hours of service.



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## What Teachers need to know...



### TEACHERS

“ It’s a small step towards parity but at least we are making more progress each year. ”

### Considerations

- As a teacher, you are personally unable to opt-in to pay parity – this is a decision for your employer/service.
- You will need to work with your employer to determine your initial salary step by providing them evidence of your qualifications and work experience.

- Management staff working in an education and care or hospital-based service that have opted in, who hold a current practising certificate are eligible for pay parity.
- Progression up the salary scale occurs when you:
  - Have completed 2080 hours of work (e.g. 1 year working full-time),
  - are assessed as meeting the Teaching Council standards for certification
- Any disagreements between you and your employer when determining your initial salary step is an employment relations matter and the Ministry cannot get involved. You will need to seek employment advice.
- From 1 January 2023 Step 6 was included in Parity salary scale and Partial Steps 7-11 plus Partial Management Step were added for services who opt-in to receive the Extended Parity funding rates.
- From 1 November 2023 Full Parity (Full Step 1-11 + Full Management Steps) will come into effect.

# What Service Providers need to know...



## SERVICE PROVIDERS

“ Generally, this scheme is a great thing. It sets the parameters for the sector and makes it straight forward for employers. ”

### Eligibility

Education and Care and Hospital-based services who pay all employed ECE and primary qualified and certificated teachers at least the salary amounts described in the Funding Handbook.

### Benefits

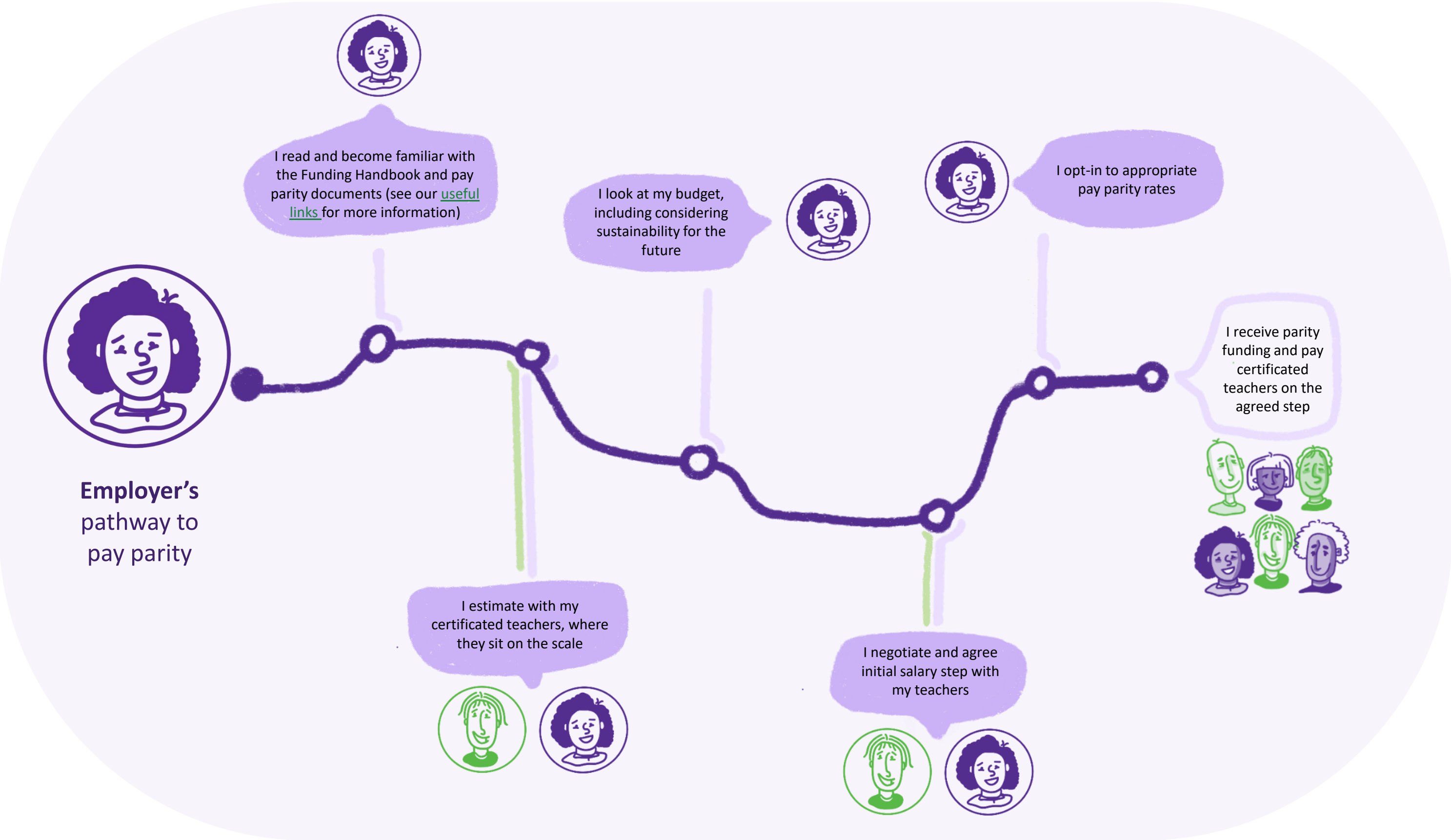
- You will receive higher rates of funding.
- Recognition of the work teachers do will encourage them to remain in the workforce, improving the experience of children by retaining quality teachers.

### Considerations

- You will opt-in to pay parity through the attestation section of your RS7 return.
- Higher funding rates are available to your service if you pay your certificated teachers at least the amounts described on the salary scale.
- By opting in to pay parity you are not signing up to offer any other terms or conditions of the Kindergarten Teachers Collective Agreement (KTCA).
- As an employer you may need to project your salary budget several years ahead of when you opt-in to ensure you are able to continue to afford to remain in the scheme as teachers move up the pay scale.
- You must keep records that verify the pay rate that each teacher is paid, and evidence of how their initial and current salary was determined.
- A teacher will progress one step on the salary scale when they:
  - have completed 2080 hours of work (e.g. 1 year working full-time), and
  - are assessed as meeting the Teaching Council standards for certification
- From 1 January 2023 step 6 must be met to continue receiving the parity funding rates.
- From 1 November 2023 services will be able to opt-in to Full Parity, paying at least the Full Step 1 - 11 + Full management steps

# 4 The Employer's pathway to pay parity

As an employer, what does my pathway to pay parity look like?



## 5

# What are our responsibilities?

What are our responsibilities relating to pay parity when setting the initial salary step?



## Teacher Responsibilities

- It is up to you to provide evidence, to the satisfaction of your employer, of any factors used to determine your initial salary step.
- Factors may include your qualifications or work experience (recognised service and previous relevant work experience).



## Employer Responsibilities

- Consider all evidence presented (it is important that you are open to consider any evidence the teacher may have, no matter how old or irrelevant it may initially seem).
- Transparent assessment process (it is important that all teachers understand the assessment process and that processes are not only transparent, but also fair).
- Maintaining records of the assessment process for Ministry of Education (see [maintaining records](#) for more information).



# 6 What is the Salary Scale?

The salary scale describes the minimum salary amounts for certificated teachers based on their qualification(s) and years of teaching experience.

## Entry and Maximum Salary Steps

The qualification group notation on the salary scale will identify each qualification groups entry (E) and maximum (M) salary step.

Teachers should progress up the salary scale from their entry salary step to their maximum salary step based on their teaching experience.

## Salary Scale Progression

A teacher should progress one salary step after:

- completing 2080 hours of work, and
- they have been assessed as meeting the Teaching Council Standards | Ngā Paerawa for certification.

Where a teacher has been assessed as not meeting the appropriate Teaching Council Standards, salary progression may be deferred. A teacher must demonstrate that they meet the appropriate Professional Standards to progress through the salary scale.

## Minimum Salary Scales before 1 November 2023

The following salary scales should be used by services with regard to the minimum salary amounts from 1 January 2023 but **prior to 1 November 2023**. By paying at least these salary amounts to all employed certificated teachers, Education and Care and Hospital-based services are eligible for higher funding rates.

## Minimum Salary Scale for Certificated Teachers – before 1 November 2023

Step	Qualification group notations	Salary from 1 January 2023	Indicative Hourly rate
1	P1E, P2E, P3E	\$51,358	\$24.69
2		\$53,544	\$25.74
3	P3+E	\$55,948	\$26.90
4	P4E	\$58,133	\$27.95
5	P5E	\$61,794	\$29.71
6		\$65,776	\$31.62
7		\$68,103	\$32.74
8		\$70,431	\$33.86
9		\$72,758	\$34.98
10	P1M, P2M, P3M	\$75,230	\$36.17
11	P3+M, P4M, P5M	\$79,413	\$38.18

## Minimum Salary Scale for Management Positions

Steps	Salary from 1 January 2023	Indicative Hourly Rate
K2, K3, K4	\$79,413	\$38.18

# 7 Three factors to determine salary step

It is important to carefully consider all three factors when determining the initial salary step for a certificated teacher.

## Factor 1: Qualifications

All qualifications held by the teacher need to be considered, even if they are not related to teaching or education.

Any overseas qualifications must be assessed by the NZQA as comparable to a New Zealand equivalent qualification to be considered.

At a minimum, the teacher needs to hold a current practising certificate and a recognised ECE or primary teaching qualification to be eligible for the minimum salaries.

## Factor 2: Recognised Service

Recognised service counts time spent working as a certificated teacher in New Zealand. This experience may have occurred within a licensed early child centre, kindergarten or school.

There is no time limit to when this experience must have occurred for it to be counted when determining a teacher's initial salary step.

## Factor 3: Previous relevant work experience

Previous relevant work experience relates to any teaching or education sector experience that may be relevant to the position offered to the teacher. This may include unqualified or overseas teaching experience.

It is up to the teacher and their employer to agree what experience is relevant to the position offered.

Our [Salary Step Assessment template](#) may be a helpful resource when determining a certificated teacher initial salary step.

Certificated Teacher's Name	Name of Employer Representative
Certification Status	Evidence Includes:
Qualification/s	Evidence Includes:
Recognised Service	Evidence Includes:
Previous Relevant Work Experience	Evidence Includes:
Pay Step on Salary Scale	
Hours not counted towards initial salary step but count toward next progression through the scale	
Signature of Teacher Date	Signature of Employer Representative Date

For assistance with determining a teacher's pay step you can email [ece.payparity@education.govt.nz](mailto:ece.payparity@education.govt.nz)

# What factors will determine your salary steps?

For salary purposes, New Zealand qualifications that are registered on the New Zealand Qualifications Framework (NZQF) must be recognised. Teachers are to be assessed on the highest qualification held.

## Factor 1: Qualification Groups

### P1, P2, P3

For teachers who hold a current practising certificate issued by the Teaching Council of Aotearoa New Zealand but no subject or specialist qualification at level 7 or above on the NZQF, or equivalent overseas teaching qualifications recognised by the NZQA. This group includes teachers who have obtained their practising certificate via the Teaching Council's discretionary pathway process, provided they have received an ECE or Primary endorsement from the Council.

### P3+

For teachers who hold a current practising certificate issued by the Teaching Council of Aotearoa New Zealand and:

- a subject or specialist level 7 qualification on the NZQF (i.e. not an initial teacher education qualification) which can be a Diploma (excluding a National Diploma), Graduate Diploma or Degree; or
- an honours degree of teaching; or
- equivalent overseas qualifications assessed by the NZQA or an overseas qualification where NZQA has assessed that the qualification has level 7 (graduate) study in a subject or specialist area(s) i.e. any area of study that is not initial teacher education.

### P4

For teachers who hold a current practising certificate issued by the Teaching Council of Aotearoa New Zealand and:

- a subject or specialist level 8 qualification on the NZQF which can be an honours degree or a Post Graduate Diploma; or
- two subject or specialist level 7 qualifications on the NZQF (as listed above); or
- a masters degree of teaching; or
- equivalent overseas qualifications assessed by the NZQA.

### P5

For teachers who hold a current practising certificate issued by the Teaching Council of Aotearoa New Zealand and:

- a subject or specialist level 9 qualification on the NZQF - masters or doctorate; or
- equivalent overseas qualifications assessed by the NZQA.

### What qualifications are recognised?

Qualifications that are registered on the New Zealand Qualifications Framework (NZQF) must be recognised. Overseas qualifications must be assessed by the New Zealand Qualifications Authority (NZQA) as comparable to a New Zealand qualification to be recognised.

### Does the qualification need to be related to teaching or education?

Qualifications that are not part of an Initial Teacher Education Programme are considered subject or specialist qualifications. There is no requirement for subject or specialist qualifications to be directly related to teaching or education.

### What documentation might be useful when considering qualifications?

- Copies of Qualification Certificates
- Academic Transcripts
- NZQA assessments for overseas qualifications
- Practising certificates



## 9 What factors will determine your salary steps?

All certificated teachers who are employed to work in the service need to be assessed and paid at the appropriate rate for a service to be eligible to receive the parity funding rates.

### Factor 2: Recognised Service

#### Experience that counts

Recognised service is time spent working as a certificated teacher in New Zealand. This service may include time spent as a:

- Qualified early childhood teacher working as a teacher in a licenced hospital-based education and care service
- Qualified teacher, head or senior teacher in a kindergarten
- Qualified certificated teacher teaching position in a in a New Zealand state or state integrated school
- Qualified certificated relieving teacher in a teaching position in a licensed early childhood centre or a state or state integrated school (including Kaupapa Māori)
- Qualified certificated early childhood teacher in a teaching capacity in a licensed early childhood centre or the Early Childhood licensed early childhood education and care centre or a Service of Te Aho o Te Kura Pounamu (The Correspondence School)

#### Does overseas experience count?

No, only teaching experience in New Zealand can count as recognised service

#### What are the limits placed?

No time limit is placed on when the service occurred

#### How does recognised service translate into a salary step?

2080 hours = 1 step

#### What documentation might be useful when considering recognised service?

- Copies of Practising Certificate
- Letter of Service
- Payslips
- Experience listed as part of a CV





# 10 What factors will determine your salary steps?

All certificated teachers who are employed to work in the service need to be assessed and paid at the appropriate rate for a service to be eligible to receive the parity funding rates.

## Factor 3: Previous relevant work experience

When determining a teacher's initial salary step, previous relevant work experience relates to time spent in a paid position, applying skills that are relevant to their current role.

### Experience that counts

- Untrained employees in teaching positions in licensed early childhood education centres
- Teacher Aides / Kaiawhina;
- Family day care co-ordinators (i.e. visiting teachers) in licensed home-based education and care services.

### Does overseas experience count?

Overseas teaching experience may be recognised if the teacher and employer agree that the overseas experience is relevant to the role offered.

### What are the limits placed?

Any previous relevant work experience that has occurred within the past 10 years should be credited as half-service up to a maximum of two steps.

### How does this translate into a salary step?

4160 hours = 1 step  
Maximum of two salary steps

### What documentation might be useful when considering previous relevant work experience?

- Letter of Service
- Payslips
- Experience listed as part of a CV



# 11 What about teachers in management positions?

## What is a management position?

A certificated teacher who is employed to work in one of the three following positions is considered to be in a management position:

- K2 - employed to be in charge of a service, and who is not a K3 or K4 employee
- K3 - employed to carry out professional support, guidance, and administrative roles, and responsible for the management of K2 employees, under delegation from their employer
- K4 - employed to be responsible for the management of K3 employees

An example of an education and care role that typically may be considered a K2 position is a 'Centre Manager'.

### Extended Parity

#### Minimum Salary Scale for Management Positions

Steps	Salary from 1 January 2023	Salary from 1 December 2023
K2, K3, K4	\$79,413	\$85,457

### Full Parity

#### Minimum Salary Scale for Management Positions

Step	Salary from 1 November 2023	Salary from 1 December 2023
K2	\$94,175	\$101,120
K3	\$99,327	\$106,427
K4	\$107,770	\$115,123

## Do I need to pay the management salary if I only receive the Parity Funding Rates?

No. Services who wish to receive the Parity Funding Rates do not need to pay certificated teachers employed in a management position according to the management salary step.

Only services who wish to receive the Extended Parity Rates management salary step. Services who wish to receive Full Parity Funding Rates need to pay their certificated teachers the full management scales.

## What step does a teacher in a management position start on?

Certificated teachers who are appointed to a management position will enter the salary scale on the K2, K3, K4 salary step.

They will enter on this step regardless of their qualifications or teaching experience.

## What roles are not considered a management position?

Employees who are employed with some leadership or management responsibilities but are not employed in a K2, K3 or K4 management positions, are not considered to hold a management position. Examples of these roles typically may include assistant manager, second-in-charge, or other teachers with leadership responsibilities but are not in charge of the service.

Certificated teachers in these positions still need to be paid according to their agreed step on the Minimum Salary Scale for Certificated Teachers.

## 12 Funding and attestation dates for you to know

These are the dates your service/s would receive parity funding from the Ministry.

Funding Period	Attestation Period	RS7 Open Date	RS7 Close Date	First Pay Date
March	October – January	1 February	30 April	1 March
July	February – May	1 June	31 August	1 July
November	June – September	1 October	31 December	1 November

### Attestation

The Attestation of Certificated Teachers' Salaries records the salary conditions a service has met during the period of the RS7 return. Funding is paid based on this attestation response.

#### **What is the Attestation Period?**

The attestation period is the time that your service needs to pay your teachers at least the amount on the salary scale to qualify for higher rates of funding. For example, if your service opts-in to pay parity during the July funding round your service must pay your certificated teachers their appropriate salaries from 1 February until 31 May.

### **Opting-in to Full Pay Parity**

Services can opt-in to Full Pay Parity as part of the November 2023 funding round through their RS7 return. By opting in services will be paid the Full Parity Funding rates as part of their November 2023 to February 2024 advances.

Services who need more time to consider if the Full Parity Funding Rates work for them can still opt-in to receiving Full Parity Funding rates from 1 November 2023 by completing the attestation during the March 2024 funding round.



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# What records do I need to maintain?

Services must keep records that verify the pay rate at which each certificated teacher is paid and evidence of how a certificated teacher’s initial and current salary was determined.

Records must be made available to the Ministry’s Resourcing Auditors as part of the funding claim audit.

## What types of records verify a teacher’s pay rate?

Copies of pay slips, signed employment contracts and letter(s) confirming changes in salaries paid must be maintained to verify a teacher’s pay rate.

## What evidence could be used to show how a certificated teacher’s initial salary step was determined?

Any information used when determining a teacher’s initial salary step should be maintained. The following lists are the types of documents which may be used to verify each factor used when determining a teacher’s initial salary step:

Qualification Groups:	Recognised Service:	Previous Relevant Work Experience:
<ul style="list-style-type: none"><li>• Copies of Qualification Certificates</li><li>• Academic Transcripts</li><li>• NZQA assessments for overseas qualifications</li><li>• Practising certificates</li></ul>	<ul style="list-style-type: none"><li>• Copies of Practising Certificate</li><li>• Letter of Service</li><li>• Payslips</li><li>• Experience listed as part of a CV</li></ul>	<ul style="list-style-type: none"><li>• Letter of Service</li><li>• Payslip</li><li>• Experience listed as part of a CV</li></ul>

## What evidence should be maintained for salary progression?

Where a teacher has progressed a step on the salary scale a letter confirming changes in salaries paid should be maintained.

If a teacher has been declined salary progression a copy of the letter to the teacher confirming why they have not progressed a salary step should be maintained. This letter should include a date for reassessment against the Teaching Standards and a salary step review.

## What information do I need if I employ relief teachers from an agency?

If your service uses agency relievers, you will need to request written assurance from the agency that your certificated relievers are being paid the appropriate rate. This will allow you to demonstrate that your service has met the minimum salary requirements for your certificated relievers.

## What happens if I am not meeting the requirements of the salary scale?

To be eligible for pay parity you will need to always meet the pay parity requirements of the Funding Handbook. If the Ministry determines you are not complying with these requirements, then you may be given the opportunity to adjust your teachers’ pay, including back pay. Alternatively, you may be reverted to base funding rates (if the requirements for that level have been met). Any funding you were not entitled to will be recovered from your next funding payment.



# Minimum Salary Scales from 1 November 2023 - Base, Parity and Extended Parity

## Why have the salary scales been split?

The salary scales have been split to make it easy to identify the minimum salaries a service would be required to pay in order to receive the **Base, Parity, Extended Parity or Full Parity** funding rates.

### Base Salary Scale (Steps 1)

#### Minimum Salary Scale for Certificated Teachers

Step	Salary from 1 November 2023	Salary from 1 December 2023
1	\$51,358	\$57,358

### Parity Salary Scale (Steps 1-6)

#### Minimum Salary Scale for Certificated Teachers

Step	Qualification group notations	Salary from 1 November 2023	Salary from 1 December 2023
1	P1E, P2E, P3E	\$51,358	\$57,358
2		\$53,544	\$59,544
3	P3+E	\$55,948	\$61,948
4	P4E	\$58,133	\$64,133
5	P5E	\$61,794	\$67,794
6		\$65,776	\$71,869

### Extended Parity Salary Scale (Partial Steps 1-11 + Partial Management Step)

#### Minimum Salary Scale for Certificated Teachers

Step	Qualification group notations	Salary from 1 November 2023	Salary from 1 December 2023
1	P1E, P2E, P3E	\$51,358	\$57,358
2		\$53,544	\$59,544
3	P3+E	\$55,948	\$61,948
4	P4E	\$58,133	\$64,133
5	P5E	\$61,794	\$67,794
6		\$65,776	\$71,869
7		\$68,103	\$74,152
8		\$70,431	\$76,403
9		\$72,758	\$78,715
10	P1M, P2M, P3M	\$75,230	\$81,112
11	P3+M, P4M, P5M	\$79,413	\$85,457

#### Minimum Salary Scale for Management Positions

Steps	Salary from 1 November 2023	Salary from 1 December 2023
K2, K3, K4	\$79,413	\$85,457

# Funding Rates and Minimum Salary Scales from 1 November 2023 – Full Parity

## Introducing Full Parity

Education and Care and Hospital-based services that pay all employed certificated teachers at least the salary amounts outlined in the **Full Parity Salary Scale** (Full Steps 1-11 + Full Management Steps) will be eligible for **higher funding rates**.

The **Full Parity Salary Scale** is only effective from 1 November 2023.

## Full Parity Funding Rates

The funding rates for Full Parity (and Base, Parity, and Extended Parity) are available in the ECE Funding Handbook. To view the current rates, please use the link below:

[ECE Funding Handbook Appendix 1](#)

## How do I opt-in to Full Parity?

If you are **joining the Opt-In Scheme** for the first time, or currently opt-ed in to **Extended Parity**, you can opt-in to **Full Parity** through the Attestation of Certificated Teachers' Salary section of the **RS7 return**.

The attestation will be made available for the RS7 return collected for the November 2023 funding round.

Services wishing to **move to Full Parity** from **Base or Parity** can do so by completing an [EC20a form](#).

### Full Parity Salary Scale (Full Steps 1-11 + Full Management Steps) Minimum Salary Scale for Certificated Teachers

Step	Qualification group notations	Salary from 1 November 2023	Salary from 1 December 2023
1	P1E, P2E, P3E	\$51,358	\$57,358
2		\$53,544	\$59,544
3	P3+E	\$55,948	\$61,948
4	P4E	\$58,133	\$64,133
5	P5E	\$61,794	\$67,794
6		\$65,776	\$71,869
7		\$70,040	\$76,261
8		\$75,190	\$81,566
9		\$79,413	\$85,915
10	P1M, P2M, P3M	\$85,490	\$92,175
11	P3+M, P4M, P5M	\$90,000	\$96,850

### Minimum Salary Scale for Management Positions

Step	Salary from 1 November 2023	Salary from 1 December 2023
K2	\$94,175	\$101,120
K3	\$99,327	\$106,427
K4	\$107,770	\$115,123

All Employed

All certificated teachers who are employed to work in a teaching or management role in the service (i.e., they are working for hire or reward under a contract of service).

Attestation of Certificated Teachers' Salaries

The Attestation of Certificated Teachers' Salaries certifies what criteria an education and care service or hospital-based service is using to determine the minimum salaries it pays to all employed certificated teachers.

Attestation period

The period of time that a service needs to pay their certificated teachers at least the amount on the salary scale to qualify for higher rates of funding.

Base Funding Rates

The set of funding rates available to education and care and hospital-based services who pay all employed certificated teachers at least Step 1 of the Base Salary Scale described in Appendix 4 of the Funding Handbook.

Certificated Teacher

For funding purposes, to be considered a certificated teacher the teacher must hold a current practising certificate issued by the New Zealand Teaching Council (NZTC). They must also hold a NZ ECE or primary teaching qualification, or an overseas qualification assessed by the New Zealand Qualifications Authority (NZQA) as comparable to a NZ ECE or primary initial teacher education qualification or an ECE or primary endorsement from the NZTC.

Education and care service

A teacher-led centre-based service that is not controlled by a kindergarten association. Education and care services are required to operate with high proportions of certificated teachers.

Individual centres can be known by many names, including creches, aoga amata and childcare centres.

Extended Parity Funding Rates

A higher set of funding rates available to education and care and hospital-based services who pay all employed certificated teachers according to Extended Parity Salary Scale (Partial Steps 1 to 11+ Partial Management Step) of the minimum salary scales described in Appendix 4 of the Funding Handbook.

Hospital based service

A hospital-based services is a teacher-led service that provides education and care to children under the age of six who are receiving health services within premises under the control of the Ministry of Health.

Hours of Work

The total hours required for a teacher to properly fulfil the duties and responsibilities connected with their employment. This includes, rostered hours, non-contact hours and any paid leave, excluding parental provisions.

Full Parity Funding Rates

A higher set of funding rates available to education and care and hospital-based services who pay all employed certificated teachers according to Full Parity Salary Scale (Full Steps 1 to 11+ Full Management steps) of the minimum salary scales described in Appendix 4 of the ECE Funding Handbook.



## Kindergarten

A teacher-led centre-based service controlled by a kindergarten association.

## Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement (KTCA)

The Kindergarten Teachers, Head Teachers and Senior Teachers' Collective Agreement (KTCA) is an agreement negotiated by members of the New Zealand Education Institute (NZEI) Te Riu Roa and the Secretary for Education.

## Management Position

A certificated teacher who is employed to work in one of the three following positions in an education and care service:

- K2 - employed to be in charge of a service, and who is not a K3 or K4 employee
- K3 - employed to carry out professional support, guidance, and administrative roles, and responsible for the management of K2 employees, under delegation from their employer
- K4 - employed to be responsible for the management of K3 employees

## Minimum Salary Scale for Certificated Teachers

Minimum pay steps for certificated teachers working in an education and care service based on the teachers' qualification and years of experience.

## Minimum Salary Scale for Management Positions

Minimum pay step for certificated teachers working in a management position at an education and care service.

## 19 Glossary

### Parity Funding Rates

A higher set of funding rates available to education and care and hospital-based services who pay all employed certificated teachers according to Parity Salary Scale (Steps 1 to 6) of the minimum salary scales described in Appendix 4 of the Funding Handbook.

### Previous relevant work experience

Time spent in a paid position, applying skills that are relevant to a teacher's current role.

### Qualification group

The assessment criteria for qualifications used when determining a certificated teacher's initial salary step.

### Recognised service

Time spent working as a certificated teacher in New Zealand.

### RS7 Early Childhood Funding Return

All ECE services (or the administrators of a service provider) must complete the RS7 Return in order to receive funding.

### Subject or specialist qualifications

Qualifications that are not part of an Initial Teacher Education Programme are considered subject or specialist qualifications.

## 20 Useful links

### [ECE Funding Handbook | Education.govt.nz](#)

Funding conditions and information about the pay parity scheme can be found in the following chapters of the ECE Funding Handbook:

- Chapter 3-B-2: Minimum Salaries and related conditions
- Chapter 9-6: Completing the RS7 attestation
- Chapter 11-1: Recording keeping requirements
- Chapter 11-2: Funding claim audits
- Appendix One: ECE funding rates

### [Attestation salary levels | Education.govt.nz](#)

For information about the attestation salary levels and frequently asked questions.

### [ECE Staffing | Education Counts](#)

Pay Parity opt-in response can be found as part of the Attestation for Certificated Teachers' Salaries data sets.

### [Template to assess a certified teachers' initial salary step](#)

A template that services can use to assess a certificated teacher's initial salary step

### [Teaching Council](#)

For information or guidance about teacher registration and certification, you can contact the Teaching Council.

Email: [enquiries@teachingcouncil.nz](mailto:enquiries@teachingcouncil.nz)

### [Qualifications - Advanced Search – NZQA](#)

To search for your qualification on the New Zealand Qualifications Framework, go to the NZQA page.

### [Employment New Zealand](#)

For information on employment matters, you can go to the Employment New Zealand website.

For general queries on the pay parity scheme, contact [ECE.PayParity@education.govt.nz](mailto:ECE.PayParity@education.govt.nz).

