

Teacher aide pay equity Quick steps to implementation

What is included in the teacher aide pay equity settlement?



New and fair pay rates



Increases in tiaki allowance



Professional learning and development



More certainty of hours



Longer term work

Implementing the new pay rates

NZEI Te Riu Roa members will automatically receive the new pay equity rates and backdated pay in November.

Schools must offer the new IEA to non-members to ensure they are paid in November also.

What do schools need to do?

- ✓ Offer new IEA to teacher aides who are not union members
- ✓ Advise Education Payroll by 18 September 2020 that the teacher aide has signed the new IEA (using [Novo22nt](#))

Next steps done automatically by Education Payroll

- ✓ Move all teacher aides to their new pay equity rate by a point to point translation.
- ✓ Teacher aides are paid new and fair pay rates in November 2020, backdated to 12 February 2020

In settling the pay equity claim, the Secretary and NZEI have agreed on the pay rates for teacher aides that reflect pay equity. If these new rates are not offered, Boards of Trustees could be open to personal grievance claims laid against them on the basis of gender discrimination, or discrimination complaints under the Human Rights Act.

Understanding the Work Matrix

You will need to familiarise yourself with the new Work Matrix which sets out the most common skills, responsibilities and demands that apply to teacher aides for each of the grades. The Work Matrix will be useful when creating a new teacher aide role, for annual performance reviews, or if a teacher aide requests a movement between grades.

If after reviewing the work your teacher aide was doing before 12 February 2020 against the Work Matrix, you consider that they should be translated into a higher grade - please contact teacheraide.payequity@education.govt.nz to ensure the teacher aide is paid the correct rate of pay. We are currently working on guidance and criteria to outline what financial support may be available to help you with increased costs from changing grades.

What type of funding will you receive?

We will calculate your additional pay equity funding by translating teacher aides from the old pay scale to the new pay equity pay scale. This is a 'point to point' translation following the translation rules of the settlement. Point to point means that teacher aides are transferred from their current point on the collective agreement scale the equivalent point on the pay equity pay scale.

The additional pay equity funding amount will be calculated based on the difference between the pay equity rate and the non-teaching staff pay rate and multiplied by the total hours paid.

Out of cycle payment: 28 August 2020

On 28 August, schools will receive funding that is an estimate of the costs you may incur, based on your 2019 payroll data. We know that this estimate may not accurately represent the current teacher aides employed by your school or the hours that they worked in 2020. This payment will include funds for the backdated pay equity rate increase (including holiday pay) and the new Tiaki allowance. This payment will also include the funding you need for the settlement until the end of the 2020 school year.

Interim wash-up 2020: 1 October 2020

In October, we will perform an interim wash-up process using the available 2020 payroll data to re-estimate your required funding based on the teacher aides employed in the first six months of 2020 and the hours that they actually worked. This is to ensure that schools have sufficient funding to cover the costs when the payroll changes are implemented in November. If you did not receive sufficient funding, you will receive an additional payment as part of this process. If your funding amount was overestimated you will not receive any additional funding.

Final wash-up 2020: 1 April 2021

We are unable to accurately calculate your total funding until the 2020 year is finished. In early 2021, we will perform a calculation to confirm whether you are entitled to additional funding above the estimated August payment and Interim wash-up completed in October. Schools who did not receive sufficient funding, will receive an additional payment as part of this process. Where a schools entitlement was over calculated, schools will be required to return the additional funding to the Ministry.



For more information or if you have any questions, please refer to the www.education.govt.nz/teacheraides or talk to your representatives from NZSTA - eradvice@nzsta.org.nz or 0800 782 435 (press option 2).

If you have general questions or feedback about the information, please email us TeacherAide.PayEquity@education.govt.nz