



# Tiaki allowance (formerly dirty work allowance)

- ▶ Teacher aides can be required to assist a student soiled with bodily fluids as part of their role, either regularly, or occasionally.
- ▶ Currently teacher aides (and other support staff) receive an allowance of \$3.85 per incident, to a maximum of once per day for doing this work.

## What's the agreed change?

- ▶ As part of the pay equity settlement, there will now be two types of tiaki allowance:
  - frequent
  - occasional
- ▶ A teacher aide can only claim one type of tiaki allowance, not both.

### Frequent

- ▶ Teacher aides who perform tiaki duties at least once per day on average will receive an extra \$2.59 per hour on top of their hourly rate.
- ▶ These teacher aides will receive this hourly allowance even if on a certain day they do not have to perform this work (e.g. the student is absent from school).
- ▶ The new hourly allowance is set at 10% of the step 5 pay rate of the Work Matrix B-C scale.
- ▶ This allowance will increase if the rate of step 5 of the B-C scale increases.
- ▶ On 27 November 2020 the rate will change to \$2.67 per hour.

### Occasional

- ▶ For teacher aides who are required to perform tiaki duties occasionally, the current allowance of \$3.85 per incident (up to once per day) will be increased by 25% to the new rate of \$4.81 per incident (up to once per day).
- ▶ They are not able to claim this allowance on days where they do not perform tiaki duties.
- ▶ This 25% reflects the average increase to teacher aide wages as a result of the pay equity claim.