



## Briefing Note: Talking points and Q&A material for ECAC pay parity announcement, 2 September 2021

To:	Hon Chris Hipkins, Minister of Education		
Date:	27 August 2021	Priority:	Medium
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Messaging seen by Communications team:	Yes	Round Robin:	No

### Purpose of Report

This briefing note provides you with talking points and questions and answers to support your attendance at the Early Childhood Advisory Committee (ECAC) meeting on 2 September 2021. These relate to confirmation of conditions and funding rates for the education and care service teachers' pay parity initiative.

### Proactive Release

We recommend you:

- **agree** that this Briefing will be proactively released with any redactions in line with the provisions of the Official Information Act 1982.

☒ **Agree** ☐ Disagree



Helen Hurst  
**Deputy Secretary**  
**Sector Enablement and Support**

27/08/2021



Hon Chris Hipkins  
**Minister of Education**

2 / 9 / 2021

## ECAC announcement regarding pay parity initiative

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1. You are meeting with the Early Childhood Advisory Committee (ECAC) on 2 September at its regular meeting. At the meeting, you will confirm the final set of conditions and accompanying service funding rates relating to the pay parity initiative for education and care service teachers. This initiative was announced in May as part of Budget 2021.
2. The May announcement and accompanying Ministry material outlined several proposed features or conditions of the initiative. At the same time, you introduced legislation into the House to amend the Education and Training Act 2020. This was to provide certainty you had the power to put employment conditions on funding where these would be primarily for employment relations aims.
3. The legislation received Royal Assent on 12 July. Now that has occurred, your announcement to ECAC and release of the full set of conditions and rates in the ECE Funding Handbook (likely to be the week following the ECAC meeting) will publicly confirm the final shape of the initiative's conditions and funding rates for the initiative. This includes the change in pay steps required from 1 January 2022 for services opting into higher funding rates from six to five, as recently agreed to by Cabinet [CAB-MIN-0314 refers].
4. The set of conditions and funding rates will be as outlined in the May announcement, but with the following clarifications and changes [METIS 1266125 refers].
  - The proposed requirement for one less pay step from 1 January 2022.
  - Signalling that six pay steps will be required at 1 January 2023 for services that are opted in.
  - Adding a requirement for teachers to be meeting the Teaching Council of Aotearoa New Zealand's Standards | Ngā Paerawa as well as the 2080 hours of work before progressing to the next pay step
  - Compulsory employer Kiwisaver contributions are to be paid for on top of pay step amounts
  - The pay steps apply to all certificated teachers in a service
  - The pay steps apply to certificated relief teachers working in services
  - The pay steps are base salary and must not include an at-risk component or in kind benefits.
5. Talking points are included in Annex 1. We understand that you intend indicating to ECAC that you are considering the possibility of the reduced 5 step requirement, alongside potentially seeking more money for the sixth step as a priority for Budget 2022. The talking points reflect this intention as well as the progression change. Progression has been highlighted by a number of services as something they think should be linked to a service's own performance management standards.

6. We also include questions and answers in Annex 2 should you have time for questions on the initiative. These cover a broad range of areas. You should note that a separate session will be held after your attendance at which detailed questions about the conditions and process matters for services can be answered by the Ministry.

## Annexes

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- Annex 1:** Talking points  
**Annex 2:** Questions and answers