



28 May 2020

Kia ora koutou,

Having a workforce that is valued and supported is essential to ensuring our children receive a quality and equitable education both now and in the future.

I am very pleased to inform you that together with NZEI Te Riu Roa, we have agreed to settle the pay equity claim for teacher aides, subject to the agreement being endorsed and then ratified by NZEI members. This will see more than 22,000 teacher aides, mostly women, being valued and paid fairly for the work they do.

This is a milestone for teacher aides and a significant step towards addressing pay equity in the education sector.

We worked alongside NZEI Te Riu Roa and the New Zealand School Trustees Association (NZSTA), to complete an 18 month investigation last year that confirmed that teacher aides - who are mostly women - are being paid less than roles that are male-dominated for doing work that is different but of equal value.

The claim was detailed and complex, and we followed the State Services Commission's reconvened joint working group pay equity principles to achieve an outcome that is fair and sustainable.

One of the outcomes for teacher aides is new pay rates that will see them being paid the same as male-dominated roles of equal value.

Details of the settlement will be widely communicated to all teacher aides before NZEI Te Riu Roa members vote on it in July. All teacher aides are encouraged to take part in NZEI Te Riu Roa Zoom webinars about the settlement and vote to endorse it at www.teacheraides.nz.

Non-union employees will need to agree a new Individual Employment Agreement (IEA) with their school to access the new rates, or join NZEI Te Riu Roa to be covered by the collective agreement.

Over the following months, the Ministry, NZEI Te Riu Roa and NZSTA will be developing guidance for schools and Boards of Trustees to help them understand the settlement changes and how they impact them at a school level. This will include information, workshops, online videos and tools.

Schools will receive the additional funds for the purpose of providing the new pay equity rates by October 2020 and teacher aides will start to receive the new rates by November, backdated to 12 February 2020.

You can read more about this important settlement at www.education.govt.nz/teacher-aide-pay-equity-claim.

Nāku, nā

A handwritten signature in black ink, appearing to read 'Iona Holsted', with a stylized flourish at the end.

Iona Holsted
Secretary for Education