

# What does the teacher aide pay equity settlement mean for you?

## Factsheet for teacher aides

### The settlement includes:



New pay rates and work matrix



Increases in tiaki allowance



Professional learning and development



More certainty of hours



Longer term work

## New pay equity rates

The new pay rates were agreed between NZEI Te Riu Roa and the Ministry of Education, and recognise the value of the skills, responsibilities and demands of your work supporting our tamariki in schools and kura.

From 4 November, you will receive the new pay equity pay rates if you:

- are a member of NZEI Te Riu Roa, **OR**
- have signed the new pay equity Individual Employment Agreement.

### What will you be paid?

You will be paid the rate you translate to on the new pay equity scale, including back pay to 12 February 2020 or when you started work, whichever is the latest date.

Education Payroll has automatically moved you to your new pay rate using what is called the 'point to point translation'. You can get more information about this at [education.govt.nz/teacheraides](https://education.govt.nz/teacheraides).

C	9	\$20.69	2	\$21.31	B-C	5	\$25.94	
	9	\$20.69		2		\$21.31	6	\$26.54
	10	\$21.42		3		\$22.06	7	\$27.27
	11	\$22.24		4		\$22.91	8	\$28.00
	12	\$23.06		5		\$23.75	9	\$28.73
	13	\$23.88		6		\$24.60	10	\$29.46
14	\$24.70	7	\$25.44					

If you received an increment between 29 November 2019 and 12 February 2020, Education Payroll will use your new incremented step for the point to point translation.

### Who is covered by the settlement?

If you work as a teacher aide, or doing the same work as a teacher aide, in a state or state integrated school or kura you will receive the benefits of the settlement. It does not matter if you are on a permanent, fixed term or casual contract.



### What if your pay rate hasn't changed on 4 November?

If you don't receive what you expected on 4 November, it may be for the following reasons:

- Your school notified Education Payroll of your signed IEA after the cut off date of 25 September.
- You became a union member, but Education Payroll received notification of this too late to make the 4 November pay date.
- You haven't been offered the new pay equity IEA.

If you have missed Education Payroll cut-off dates, you will be paid the new rates as soon as Education Payroll receives and processes your information.

If your school hasn't offered you the new IEA, talk to your supervisor or principal. Schools have an obligation to offer the new rates, and the Ministry is providing additional funding to schools to pay for the automatic point-to-point translation.



On the 27th of November 2020, all support staff will receive another 3% pay increase. This is part of the 2019 support staff collective agreement settlement.

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### Professional learning and development (PLD)

It's now easier for teacher aides to access professional learning and development. The settlement includes a \$1.5 million professional learning and development pilot fund.

This fund will pay for course fees, your wages for the hours you attend and approved expenses relating to the course.

To apply, talk to your supervisor about the course and apply online by filling out the application form at:

[pld.education.govt.nz/find-pld/teacher-aide-pld/](http://pld.education.govt.nz/find-pld/teacher-aide-pld/)



### Tiaki allowance

There are two types of tiaki allowance (this used to be called the dirty work allowance).

**Frequent** – this is a rate of \$2.59 per hour on top of your hourly rate when you undertake tiaki duties on an average once a day. You will still receive this allowance on days when you do not perform this work (for example if a student is absent from school).

**Occasional** – this is a rate of \$4.81 per incident if you perform tiaki duties occasionally.

More information about the Tiaki allowance can be found at [education.govt.nz/teacheraides](http://education.govt.nz/teacheraides)



### Understanding your payslip

In November, you will receive a payslip that will include your new pay equity rate and any backpay.

If you have difficulties understanding how your payslip is calculated, you should talk to the person in charge of payroll at your school.

### What does this mean for Working for Families, student loans or Kiwisaver?

If you receive Working for Families payments, you'll need to let Inland Revenue know about your new pay rate and backdated pay: [ird.govt.nz/working-for-families/managing/update-details](http://ird.govt.nz/working-for-families/managing/update-details)

If your wages increases, you will also see an increase to the amount deducted from your payslip in Kiwisaver contributions and student loan repayments (if applicable).



Want more information?



Visit [education.govt.nz/teacheraides](http://education.govt.nz/teacheraides) for more information on the settlement.

If you have any questions about how the settlement might impact you, contact:

- your employer
- your NZEI Te Riu Roa representative (if you are a union member)
- [teacheraide.payequity@education.govt.nz](mailto:teacheraide.payequity@education.govt.nz)

