



Post-settlement guide

This guidance is relevant to school-employed therapists only.

The Therapists' Pay Equity Claim was settled on 13 March 2024. This document has information on:

- the key aspects of the agreed settlement
- need-to-know information and actions for schools and kura following the settlement
- the pay equity claim process for school-employed therapists
- the next steps and where you can find support.

Agreement on pay equity issues

On 20 December 2023, the Ministry of Education and NZEI Te Riu Roa reached a proposed settlement agreement that acknowledges the value of the skills, experience, responsibilities, degrees of effort and conditions of work of school therapists. The settlement outlined fair remuneration. That proposed settlement was then endorsed by covered employees on 1 March 2024. Parties signed the settlement on 13 March 2024, and this settled the claim.

The settlement includes:

Pay equity rates

Equitable pay rates for therapists have been applied to each pay scale covered by the claim. The Implementation Guide for covered employees, which will be published in May 2024, will contain the updated pay equity rates. These new rates take effect from 25 May 2023. Therapists working at schools that use Education Payroll Ltd (EPL) will automatically get the updated pay rates in October 2024, including any owed backpay. Schools and kura will receive funding in line with their operational grant in October 2024, prior to the new pay rates taking effect.

Parental payment

A lump-sum payment will be made to school therapists who return to work for six months after taking parental leave. The payment will be equivalent to six weeks' pay at the employee's normal rate immediately prior to the commencement of parental leave. This is a new entitlement for employees covered by the Kaiārahi i te Reo and Therapists' Collective Agreement. More information on this will be provided in the Implementation Guide.

Reimbursement of professional fees

Where an employee must have an annual practising certificate and registration or membership of a professional body, the Ministry will reimburse that cost. More information on this will be in the Implementation Guide.

Need-to-know information



Ongoing funding

Ongoing funding will be provided to schools and kura to cover the increased cost of the claim settlement. This funding will be paid in line with your operational grant instalments, with the first one scheduled for October 2024.



Translation to the new pay-rate steps

Translation from the old pay rates to the new pay rates will be done automatically by Education Payroll Limited (EPL) in October 2024. This includes employees on relevant Individual Employment Agreements (IEA) based on the Primary Teachers' Collective Agreement (PTCA) and Kaiārahi i te Reo and Therapists' Collective Agreement (KRTCA). Schools who do not use EPL will have to make arrangements with their provider.



Collective bargaining increases to pay-rate steps

Therapists covered by the relevant collective agreements (and IEA equivalents) will receive a percentage pay increase on top of their new pay equity rate. These increases are not part of the settled pay equity claim but an outcome of collective agreement bargaining:

- Therapists covered by the KRTCA – increase effective from 1 December 2023.
- Therapists covered by the PTCA – increases effective from 3 April 2024 and 2 December 2024.

When it is published in May 2024, refer to the Implementation Guide to help you understand how school therapists will be translated to the new rates, including the application of second-year increases.



Former employees

Therapists who were covered by the relevant collective agreement (PTCA or KRTCA), or an IEA based on the collective, and employed on or after 25 May 2023, are included in the claim settlement even if they are no longer employed in a school. Information about how former employees can apply for pay equity entitlements will be available in the Implementation Guide.

If your school or kura has former employees, no action is required from you at this point. If you want to verify their designation code, you can do so through EdPay. (See the table of designation codes on page 3).



Deemed variation for impacted employees

Speech-language therapists under the Primary Teachers' Collective Agreement (PTCA) or IEA equivalent will receive the benefits of the settlement agreement, with their terms and conditions legally varied. However, the PTCA document itself will not have the details of the settlement agreement included in it. Schools and kura will need to refer to either the Therapists' Pay Equity Settlement Agreement, or the Implementation Guide (published in May 2024) to reference the new pay equity grade(s) and step(s) for speech-language therapists.

The Kaiārahi i te Reo and Therapists' Collective Agreement will be varied to show the claim settlement agreement changes for physiotherapists, occupational therapists and music therapists.

Actions for schools and kura

Schools and kura need to be aware of the following to ensure therapists receive the benefits and pay rates of the settlement. More in-depth information about the following actions will be outlined in the Implementation Guide.

At a glance

- Check that covered employees have an up-to-date employment agreement and job description.
 - [Employment agreements – Education in New Zealand](#)
- Check that all covered employees' payroll information is up to date, and they are on the correct designation code(s) in EdPay.
 - [Employment status information – EdPay](#)
 - Designation codes (see table to the right)
 - For employees to receive the benefit of the settlement, they must be on the correct designation code. To check this, visit your 'My Employees' tab in EdPay.
 - If you're not sure whether your employee should be covered by the settlement, contact: ohumahi.support@education.govt.nz
- Recruiting new employees:
 - If you're considering making an offer of employment during Term 1 2024, contact NZSTA for a temporary offer letter at eradvice@nzsta.org.nz or on 0800 782 435 (option #2).
 - New employees can join a collective agreement. Contact nzei@nzei.org.nz for more information and view the agreements:
 - [Our agreements – NZEI Te Riu Roa](#)

| Designation code | Descriptions | Collective Agreement |
|------------------|----------------------------|-----------------------------------|
| S34 | Physiotherapists | Kaiārahi i te Reo and Therapists' |
| S35 | Occupational therapists | Kaiārahi i te Reo and Therapists' |
| S36 | Speech-language therapists | Primary Teachers' |
| S53 | Music therapists | Kaiārahi i te Reo and Therapists' |

What happens next

The Ministry, with NZEI Te Riu Roa and NZSTA, are developing an Implementation Guide for schools and kura. The guide will have more information to support you in implementing the settlement. It will be available to view in May 2024.

For key dates and activities for implementation of the claim settlement, view the Therapists' Pay Equity Implementation Roadmap.

Therapists' Pay Equity Claim

How did we get here?

In November 2020, NZEI Te Riu Roa raised a pay equity claim for therapists and individuals performing the same or substantially similar roles employed by the Ministry and state and state-integrated school boards.

The claim was accepted in January 2021. Later in 2021, the terms of reference for the claim were established, outlining the collaborative process between the Ministry of Education and NZEI Te Riu Roa to investigate potential undervaluation and underpayment of the predominantly female therapist workforce in schools, kura and early childhood centres.

From November 2021 to April 2022 interviews were conducted with a randomly selected sample of therapists and their supervisors. The sample was broadly reflective of the covered workforce.

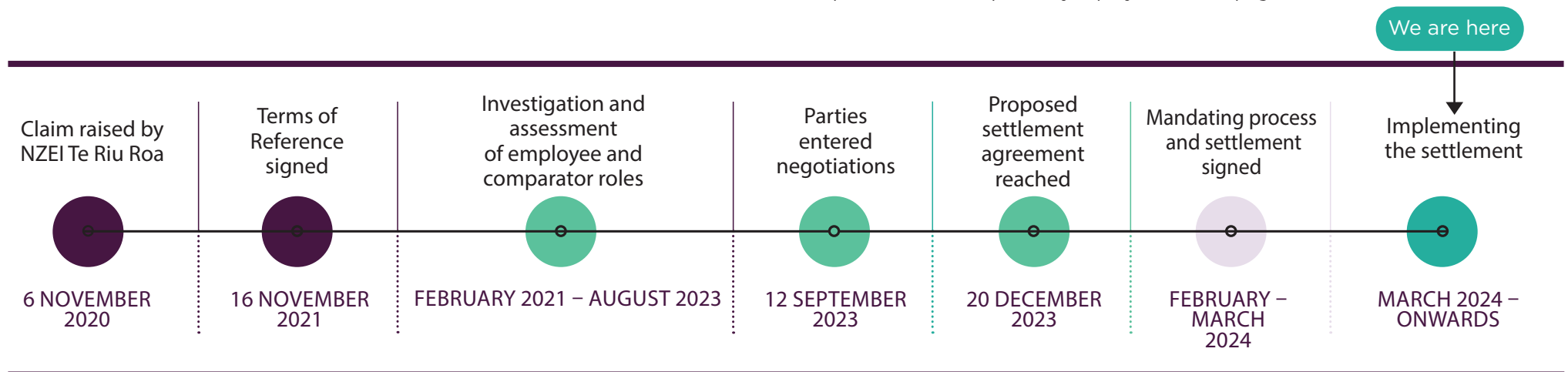
Transcripts were analysed to identify specific responsibilities and tasks. Feedback from the therapists and their supervisors took place from September to October 2022, which provided a clear understanding of the duties involved in their work.

Comparator roles were identified with similar skill sets or working conditions. These included senior scientists, fishery and senior fishery officers, cadastral surveyors, librarians and library assistants, science technicians, and administration staff. Previously settled pay equity claims in the education sector were also included as comparator roles.

The investigation established a robust body of evidence, incorporating terms and conditions from relevant collective agreements, data from both claimant and comparator roles, and historical role information.

The findings

The investigation of the claim found that school therapists were paid less than the comparator roles despite the work requiring the same or substantially similar level of skills, experience, responsibilities, degrees of effort and conditions of work. The conclusion of the investigation was that school therapists suffered from sex-based undervaluation and should be corrected. For more information, see the evidence report on our Therapists Pay Equity Claim webpage.



What is pay equity?

- Pay equity claims are brought under the Equal Pay Act 1972, and follow the process outlined in that Act.
- It ensures that individuals, regardless of their gender, receive equal pay for work of equal value.
- A pay equity claim investigates female-dominated occupations which have historically faced discrimination, and are therefore at risk of being undervalued, despite the skills, experience and responsibilities needed in those occupations.
- A claim aims to remove the gender bias in remuneration (and in some cases other factors) for female-dominated occupations (claimants) by comparing them with male-dominated occupations (comparators). The comparators' work may be similar or different, but require the same or similar level of skills, experience and responsibilities. This enables workers in female-dominated roles to be paid based on the true value of their work.

Where you can find support

- Contact the Ministry at ohumahi.support@education.govt.nz or on 0800 114 117
 - option #1 for funding queries
 - option #2 for queries about the settlement or implementation
- Contact NZEI Te Riu Roa at payequity@nzei.org.nz or on 0800 693 443
- Contact NZSTA at eradvice@nzsta.org.nz or on 0800 782 435 (option #2)

