

Care and Support Workers Minimum Pay

To allow for an annual increase due to the Labour Cost Index, there has been a small compulsory increase in the required pay rates for all Care and Support Workers.

There has also been a further increase to the legislated Pay Equity rates.

From 1 April 2023 the minimum rates and pay progression for IF Care and Support Workers in New Zealand are:

Level of qualification OR length of time employed by you	Hourly rate was ... at 4 July 2022	LCI increase	New hourly rates from 1st April 2024
Level 0 (no qualification)	\$22.70	\$22.70	\$23.15 minimum wage increase
Level 2* or worked 5-8 years**	\$23.00	\$23.36	\$24.06
Level 3* or worked 8-12 years**	\$25.00	\$25.39	\$26.16
Level 4* or worked more than 12 years**	\$27.00	\$27.43	\$28.25

***"Qualifications" are those recognised by NZQA**

For a qualification-based pay equity, support workers either need to have a NZ Certificate in Health & Wellbeing (Level 2-4) or a health & wellbeing related qualification which has been assessed as equivalent to this. E.g. a Bachelor of Counselling (level 7) or Diploma in Health Science (level 6) would both be equivalent to a Level 4 Certificate in Health and Wellbeing.

This information and list of equivalencies can be found on the Te Whatu Ora website:

<https://www.tewhatauora.govt.nz/our-health-system/pay-equity-settlements/care-and-support-workers-pay-equity-settlement/pay-equity-and-qualification-equivalencies>

**** The length of time a person has worked for you is only relevant to their pay rate if they were already working for you on 30 June 2017.** Anyone who started working after that date is paid according to their level of qualifications only.

If relevant, a person should be paid **whichever rate is higher** based on either their qualification or how long they have worked for you.

N.B. A person will not be eligible for a compulsory increase to their pay rate if their current pay rate is equal to or more than the pay rate of the qualification attained or their years of service.

However, as their employer you are able to increase their hourly rate if you want to. Please complete the pay increase letter and send it to: timesheets@lifewise.org.nz