

From 1st April 2025 the minimum hourly rates and pay progression for Care and Support Workers in New Zealand are:

Minimum pay rates according to NZQA Health & Wellbeing Qualification or equivalent: OR Length of time employed by you:	Hourly rates as of 1 st April 2024:	Hourly rates as of 1 st April 2025:
Level 0 no health or support work qualification or relevant equivalent qualification	\$23.15	\$23.50 (minimum wage increase)
Level 2	\$24.06	\$24.06
Level 3 (or worked 8-12 years if employed before 1st July 2017)*	\$26.16	\$26.16
Level 4 (or worked more than 12 years if employed before 1st July 2017)*	\$28.25	28.25

Qualifications are those recognised by NZQA

For qualification-based pay equity, support workers either need to have a NZ Certificate in Health & Wellbeing (Level 2-4) or a health & well-being related qualification which has been assessed as equivalent to this. See link below.



A list of Pay Equity Qualification Equivalencies can be found on the Te Whatu Ora website:

<https://www.tewhatora.govt.nz/for-health-providers/pay-equity-settlements/care-and-support-workers-pay-equity-settlement/pay-equity-and-qualification-equivalencies>

*** The length of time an employee has worked for you is only relevant to their pay rate if they were already working for you as of 30 June 2017 when the Pay Equity Settlement (Act 2017) came into place.** Employees who started working after this date are paid at least according to their level of qualifications or a higher fair and reasonable rate relevant to their skill, knowledge and experience.

An employee would not be eligible for a compulsory increase to their pay rate if their current pay rate is equal or more to the rate of their qualifications attained or their years of service. However, as their Employer you can increase their hourly rate if you wish to and you can afford to do this. Please contact us for a pay increase letter and send it to: timesheets@lifewise.org.nz