

# Pay Equity Qualification Equivalencies

As part of the implementation of the 2017 Care and Support Workers pay equity settlement, the Ministry of Health tasked Industry Training Organisation Careerforce with responsibility for determining qualification equivalencies. This was for the purposes of pay equity only, and did not result in the awarding of the actual qualification. This was an objective exercise that compared learning outcomes for the assessed qualification, against the learning outcomes for the New Zealand Certificate in Health & Wellbeing, Level 2 - 4.

Final outcomes (as at 31 March 2020) from all qualification assessment applications are listed below. No further assessments are being completed. Any enquiries relating to pay equity qualification equivalencies should be directed to the Ministry of Health.

These qualifications were submitted and assessed for equivalency and there were four possible outcomes:

1. It is determined as being equivalent, at NZ Certificate in Health & Wellbeing Levels 2, 3 or 4
2. It is determined as 'Not Equivalent'
3. Unable to assess – not enough information available in order to assess it.
4. Not accredited – qualification cannot be given equivalence as the awarding provider OR the qualification is not accredited by NZQA

If your **National Certificate** or **National Diploma** from a Polytechnic or other education provider has the same name as one on this list, it is the same qualification, and has the same equivalency.

## LEVEL 2 - Qualifications Assessed as Equivalent for Pay Equity Purposes

Scroll down below table of Equivalent Qualifications to see table of LEVEL 2 Qualifications **NOT** Equivalent for Pay Equity Purposes

| Assessed Qualification   | NZQA Level | Qualification programme provider                           | Qualification Equivalence Assessment            | Level |
|--|------------|--|---|-------|
| Certificate in Child and Community Care  | 2          | Otago Polytechnic  | New Zealand Certificate in Health and Wellbeing | 2     |
| Certificate in Foundation Studies (Health and Support)                           | 2          | Christchurch Polytechnic Institute of Technology (Now Ara) | New Zealand Certificate in Health and Wellbeing | 2     |
| Certificate in Health Care Assistance  | 2          | Eastern Institute of Technology                            | New Zealand Certificate in Health and Wellbeing | 2     |
| Certificate in Special Needs Support   | 2          | Christchurch College of Education                          | New Zealand Certificate in Health and Wellbeing | 2     |
| Certificate in Teaching People with Disabilities                                 | 2          | Ara Institute of Canterbury (Formerly CPIT)                | New Zealand Certificate in Health and Wellbeing | 2     |
| Certificate in Teaching People with Disabilities                                 | 2          | Nelson Marlborough Institute of Technology (NMIT)          | New Zealand Certificate in Health and Wellbeing | 2     |
| Health Assistant Certificate   | 2          | Eastern Institute of Technology                            | New Zealand Certificate in Health and Wellbeing | 2     |
| National Certificate in Community Support Services (Foundation Skills)           | 2          | Careerforce  | New Zealand Certificate in Health and Wellbeing | 2     |
| National Certificate in Health, Disability, and Aged Support (Foundation Skills) | 2          | Careerforce  | New Zealand Certificate in Health and Wellbeing | 2     |

## LEVEL 2 - Qualifications Assessed as NOT Equivalent for Pay Equity Purposes

| Assessed Qualification     | NZQA Level | Qualification programme provider | Qualification Equivalence Assessment |
|----------------------------|------------|----------------------------------|--------------------------------------|
| Care of the Elderly Course | 2          | Aspiring Training 2000 Ltd       | <b>Not Equivalent*</b>               |

| Assessed Qualification                          | NZQA Level | Qualification programme provider                   | Qualification Equivalence Assessment | Level |
|---|------------|--|--------------------------------------|-------|
| Certificate in Health & Wellbeing               | 2          | Drake Medox  | <b>Not Accredited</b>                |       |
| Certificate in Health & Wellbeing               | 2          | Geneva Healthcare                                  | <b>Not Equivalent*</b>               |       |
| Certificate in Support of the Older Person      | 2          | Eastern Institute of Technology                    | <b>Unable to Assess**</b>            |       |
| Dementia Care                                   | 2          | Careerforce  | <b>Not Equivalent*</b>               |       |
| Diversional Therapy                             | 2          | Otago Polytechnic                                  | <b>Unable to Assess**</b>            |       |
| Fire Rescue and First Response                  | 2          | First Aid  | <b>Not Equivalent*</b>               |       |
| Health and Safety                               | 2          | Impac  | <b>Not Equivalent*</b>               |       |
| Health Science                                  | 2          | Whitireia Community Polytechnic (now Whitireia NZ) | <b>Not Equivalent*</b>               |       |
| Health Workers Course                           | 2          | Te Aupouri Maori Trust                             | <b>Unable to Assess**</b>            |       |
| National Certificate in Maori                   | 2          | Te Wananga o Aotearoa                              | <b>Not Equivalent*</b>               |       |
| New Zealand Aged Care Certificate               | 2          | Christchurch Nursing Bureau                        | <b>Not Accredited</b>                |       |
| New Zealand Certificate in Foundation Skills    | 2          | Whitireia Polytechnic                              | <b>Not Equivalent*</b>               |       |
| New Zealand Certificate in Te Reo (Reo Rua)     | 2          | Te Wānanga o Aotearoa                              | <b>Not Equivalent*</b>               |       |
| National Certificate of Educational Achievement | 2          | NZQA   | <b>Not Equivalent*</b>               |       |
| Ryman Foundations Programme                     | 2          | Ryman Accreditation Programme                      | <b>Not Accredited</b>                |       |

**Please note:**

**Not Accredited** – The awarding provider OR the qualification is not accredited by NZQA.

**\*Not Equivalent** – The qualification does not sufficiently align with the graduate profile outcomes of any specified New Zealand Certificate in Health and Wellbeing.

**\*\*Unable to Assess** - This means there was insufficient information about this qualification in order to assess it. This is normally due to the age of the qualification, or the education provider no longer exists.