

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

LEVEL 8 - Qualifications Assessed as Equivalent for Pay Equity Purposes

Scroll down below table of Equivalent Qualifications to see table of LEVEL 8 Qualifications **NOT** Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Bachelor of Arts (Honours) (Education)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Arts (Hons, First Class) (Psychology)	8	University of Otago	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Arts (Hons) (Psychology)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Arts (Hons) (Psychology)	8	Massey University	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Health Science (Hons) (Psychology)	8	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Science (Hons) (Psychology)	8	Victoria University of Wellington	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Science (Hons) (Psychology)	8	University of Auckland	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Science (Hons) (Psychology)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Science (Hons) (Psychology)	8	University of Otago	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Science (Hons) (Psychology)	8	University of Waikato	New Zealand Certificate in Health and Wellbeing	4
Bachelor of Social Sciences (Hons)	8	University of Waikato	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Bachelor of Social Sciences (Hons) (Psychology)	8	University of Waikato	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Postgraduate Certificate in Arts (Social Work)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Post Graduate Certificate in Science (Clinical Psychology)	8	Massey University	New Zealand Certificate in Health and Wellbeing	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Postgraduate Certificate in Educational Psychology	8	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Certificate in Health Science	8	University of Auckland	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Certificate in Health Science (Mental Health)	8	University of Auckland	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Certificate in Health Science (Rehabilitation)	8	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Certificate in Health Sciences	8	Eastern Institute of Technology	New Zealand Certificate in Health and Wellbeing(Social and Community Services)	4
Postgraduate Certificate in Health Sciences	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Certificate in Health Sciences	8	University of Otago	New Zealand Certificate in Health and Wellbeing	4*
Postgraduate Diploma in Health Sciences (Health & Community)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Psychology	8	University of Waikato	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Applied Practice (Clinical Research)	8	Unitec	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Applied Practice (Health Science)	8	Unitec Institute of Technology	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Applied Health Sciences (Wellness and Rehabilitation)	8	Southern Institute of Technology	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Arts (Psychology)	8	Massey University	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Arts (Psychology)	8	University of Auckland	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Arts Therapy	8	Whitecliffe College of Arts and Design	New Zealand Certificate in Health and Wellbeing(Social and Community Services)	4
Postgraduate Diploma in Clinical Exercise Physiology	8	Universal College of Learning (UCOL)	New Zealand Certificate in Health and Wellbeing (Primary Care Practice Assistance)	4
Postgraduate Diploma in Counselling	8	University of Auckland	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Counselling	8	University of Waikato	New Zealand Certificate in Health and Wellbeing (Peer Support)	4
Postgraduate Diploma in Education	8	University of Waikato	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Education	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Education (Counselling and Guidance)	8	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Postgraduate Diploma in Education (Educational Psychology)	8	Massey University	New Zealand Certificate in Health and Wellbeing	4*
Postgraduate Diploma in Health Science	8	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Health Science	8	Eastern Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Health Science	8	University of Auckland	New Zealand Certificate in Health and Wellbeing	3
Postgraduate Diploma in Health Science	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Health Science (Palliative Care)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Health Science (Rehabilitation)	8	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Physiotherapy (Sports Physiotherapy)	8	University of Otago	New Zealand Certificate in Health and Wellbeing	4*
Postgraduate Diploma in Psychology	8	University of Waikato	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Psychology (Behaviour Analysis)	8	University of Waikato	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Public Health	8	University of Otago	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Science (Health Psychology)	8	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Science (Child and Family Psychology)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Science (Psychology)	8	Massey University	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Science (Psychology)	8	University of Auckland	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma in Science (Psychology)	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing	4
Postgraduate Diploma in Social and Community Work	8	University of Otago	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Postgraduate Diploma in Social Practice	8	Unitec Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Postgraduate Diploma in Social Services	8	University of Otago	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Postgraduate Diploma in Social Work	8	University of Canterbury	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Post Graduate Diploma (Social Work)	8	Massey University	New Zealand Certificate in Health and Wellbeing	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Postgraduate Diploma in Sports and Exercise Science	8	Waikato Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Postgraduate Diploma - Whanau Development	8	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

LEVEL 8 - Qualifications Assessed as **NOT Equivalent** for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment
Bachelor of Arts (Hons) (Human Services)	8	University of Canterbury	Not Equivalent*
Bachelor of Arts (Hons) (Sociology)	8	University of Otago	Unable to Assess**
Bachelor of Arts (Hons) (Sociology)	8	University of Auckland	Not Equivalent*
Bachelor of Arts (Hons) (Sociology)	8	Victoria University of Wellington	Not Equivalent*
Bachelor of Law (Hons)	8	Victoria University of Wellington	Not Equivalent*
Bachelor of Theology (Hons)	8	University of Otago	Not Equivalent*
Graduate Diploma in Professional Supervision (Bicultural Practices)	8	Te Wananga o Aotearoa	Unable to Assess**
Postgraduate Certificate in Disability and Inclusion Studies	8	University of Waikato	Unable to Assess**
Postgraduate Certificate in Social and Community Leadership	8	University of Auckland	Unable to Assess**
Postgraduate Diploma in Applied Business	8	New Zealand Institute of Education	Not Equivalent*
Postgraduate Diploma in Applied Management	8	Southern Institute of Technology	Not Equivalent*
Postgraduate Diploma in Applied Practice (Social Practice)	8	Unitec Institute of Technology	Not Equivalent*
Postgraduate Diploma in Applied Professional Studies (Mentoring and Leadership)	8	Toi-Ohomai Institute of Technology	Not Equivalent*
Postgraduate Diploma in Applied Professional Studies (Adult Teaching)	8	Toi-Ohomai Institute of Technology	Not Equivalent*
Postgraduate Diploma in Art (Social Science)	8	Auckland University of Technology (AUT)	Unable to Assess**
Postgraduate Diploma in Business and Administration	8	Auckland Institute of Studies	Not Equivalent*

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Postgraduate Diploma in Emergency Management (Faculty of Health Science)	8	Auckland University of Technology	Not Equivalent*	
Postgraduate Diploma in Healthcare	8	Victoria University of Wellington	Not Equivalent*	
Postgraduate Diploma in Health Sciences (Bioethics)	8	University of Otago	Not Equivalent*	
Postgraduate Diploma in Library & Information Studies	8	Victoria University of Wellington	Not Equivalent*	
Postgraduate Diploma in Management (Health)	8	Toi Ohomai Institute of Technology	Not Equivalent*	
Postgraduate Diploma in Management (Health)	8	Waiariki Institute of Technology	Not Equivalent*	
Postgraduate Diploma in Maori and Pacific Development	8	University of Waikato	Not Equivalent*	
Postgraduate Diploma in Practice of Psychology (Applied Behaviour Analysis)	8	University of Waikato	Not Equivalent*	
Postgraduate Diploma in Professional Practice	8	Wellington Institute of Technology	Unable to Assess**	
Postgraduate Diploma in Public Health	8	Auckland University of Technology (AUT)	Not Equivalent*	
Postgraduate Diploma in Public Health	8	Massey University	Not Equivalent*	
Postgraduate Diploma in Public Health	8	University of Auckland	Not Equivalent*	
Postgraduate Diploma in Science (Applied Behaviour Analysis)	8	University of Auckland	Unable to Assess**	
Postgraduate Diploma in Science (Clinical Exercise Physiology)	8	University of Auckland	Not Equivalent*	

Please note:

4* - The qualification is equivalent to Level 4 with proof of cultural competency. Information regarding Cultural Competency can be found on the Careerforce website.

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.