

# 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 5 - Qualifications Assessed as Equivalent for Pay Equity Purposes

Scroll down below table of Equivalent Qualifications to see table of LEVEL 5 Qualifications **NOT** Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Advanced Certificate in Alcohol and Drug Studies	5	Central Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in Alcohol and Drug Studies (Support Work)	5	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in Alcohol and Drug Youth Work	5	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing	2
Certificate in Applied Counselling Skills	5	Universal College of Learning (UCOL)	New Zealand Certificate in Health and Wellbeing	4
Certificate in Applied Theology	5	Carey Baptist College	New Zealand Certificate in Health and Wellbeing	4
Certificate in Early Childhood Education	5	New Zealand Tertiary College	New Zealand Certificate in Health and Wellbeing	3
Certificate in Fitness and Exercise Science	5	Nelson Marlborough Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in Health Care	5	Nelson Marlborough Institute of Technology (NMIT)	New Zealand Certificate in Health and Wellbeing	3
Certificate in Health Studies	5	Western Institute of Technology Taranaki	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in Healthcare Studies	5	Nelson Marlborough Institute of Technology (NMIT)	New Zealand Certificate in Health and Wellbeing	3
Certificate in Healthcare Studies	5	Western Institute of Technology at Taranaki (WITT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in Supervision (Human Services)	5	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing	3
Diploma in Adult Education	5	Te Wananga o Aotearoa	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

<b>Assessed Qualification</b>	<b>NZQA Level</b>	<b>Qualification programme provider</b>	<b>Qualification Equivalence Assessment</b>	<b>Level</b>
Diploma in Applied Science (Anaesthetic Technology)	5	Auckland University of Technology (AUT)	New Zealand Certificate of Health and Wellbeing	2*
Diploma in Arts	5	Massey University	New Zealand Certificate in Health and Wellbeing	2
Diploma in Care Coordination and Care Management (Intellectual Disability)	5	Auckland College of Education (now Auckland University)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Child Protection Studies	5	Institute for Child Protection Studies Trust Inc	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Christian Ministries (Chaplaincy Option)	5	Alphacrucis College	New Zealand Certificate of Health and Wellbeing	2
Diploma in Community and Mental Health	5	Aoraki Polytechnic	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Disability and Community Support	5	Ara Institute of Canterbury (Formerly CPIT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Early Childhood Education (Pasifika)	5	New Zealand Career College (Te Kura Umanga O Aotearoa)	New Zealand Certificate of Health and Wellbeing	3
Diploma in Family Support	5	Bethlehem Tertiary Institute	New Zealand Certificate in Health and Wellbeing	2
Diploma in Health and Human Behaviour	5	The Open Polytechnic of New Zealand	New Zealand Certificate in Health and Wellbeing	3
Diploma in Health Care	5	Ellipse Institute of Auckland	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Health Care Studies	5	AGI Education Limited (Auckland Goldstar Institute Limited)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Health Psychology: Hauora Hinengaro	5	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing	3
Diploma in Mental Health Support Work	5	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Mental Health Support Work	5	Christchurch Polytechnic (now Ara)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Physiotherapy	5	Auckland Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Psychology	5	Open Polytechnic	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Rehabilitation	5	Massey University	New Zealand Certificate in Health and Wellbeing	4*
Diploma in Social Services	5	Aoraki Polytechnic	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Specific Learning Disabilities	5	Seabrook McKenzie Centre for Specific Learning Disabilities	New Zealand Certificate in Health and Wellbeing (Rehabilitation Support – Brain Injury)	4
Diploma in Teaching (Early Childhood Education)	5	New Zealand College of Early Childhood Education	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Teaching People with Disabilities	5	Multiple accredited education providers (excludes SPELD)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Trauma Management	5	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma of Teaching (Early Childhood Education)	5	Christchurch College of Education	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Healthcare Assistant	5	Corporate Academy Group	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Heke Oranga Hinengaro (Diploma in Mental Health)	5	Te Wananga o Raukawa	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Heke Rongoā, (HR)	5	Te Wananga o Raukawa	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Heke Toiora Whanau (previously known as Heke Matauranga Toiora Whanau)	5	Te Wananga o Raukawa	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
National Certificate in Career Practice	5	The Skills Organisation	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
National Certificate in Early Childhood Education & Care	5	NZQA National Qualifications Services	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
National Certificate in Disability Support, Assessment, Planning and Coordination	5	Careerforce	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
National Certificate in Pharmacy (Technician) – Community	5	Pharmacy Industry Training Organisation	New Zealand Certificate in Health and Wellbeing (Level 3 without Cultural Competency)	4*
National Diploma in Ambulance Practice	5	The Skills Organisation	New Zealand Certificate in Health and Wellbeing	4
National Diploma in Hauora (Maori Health)	5	Rapu Ki Rua Institute	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
National Diploma in Human Services	5	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
New Zealand Certificate in Exercise	5	New Zealand Institute of Health & Fitness	New Zealand Certificate in Health and Wellbeing	4*
New Zealand Certificate in Nanny Education	5	New Zealand Tertiary College	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
New Zealand Certificate in Nanny Education	5	Ashton Warner Nanny Academy	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
New Zealand Diploma in Child Protection (Level 5) [Ref: 3518]	5	Child Matters	New Zealand Certificate in Health and Wellbeing	4*
New Zealand Diploma in Whanau Ora	5	Toi Ohomai Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
New Zealand Diploma in Health and Well-being (Practice/Applied Practice)	5	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
New Zealand Diploma in Wellness and Relaxation Massage	5	Massage New Zealand Incorporated	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
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## LEVEL 5 - Qualifications Assessed as NOT Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment
Certificate Course in SpB58:E74ecific Learning Disabilities	5	SPELD	Not Equivalent*
Certificate in Arts, conjoint Certificate of Proficiency (Health)	5	Massey University	Not Equivalent*
Certificate in Deaf Studies	5	Te Wananga O Aotearoa	Not Equivalent*
Certificate in Investigative Services	5	National College of Security	Not Equivalent*
Certificate in Pacific Nutrition	5	Auckland University of Technology (AUT)	Unable to Assess**
Certificate in Proficiency as an Anaesthetic Technician	5	Department of Health NZ	Not Equivalent*
Certificate in Proficiency EDUC 105 Disability Studies an Introduction	5	University of Otago	Not Equivalent*
Diploma in Applied Christian Ministry	5	Ministry Training College of New Zealand	Not Equivalent*
Diploma in Arts (Rehabilitation)	5	Massey University	Unable to Assess**
Diploma in Business Studies	5	Unitec Institute of Technology	Not Equivalent*
Diploma in Health Psychology	5	Wellington Institute of Technology	Not Equivalent*
Diploma in Health Science	5	Massey University	Unable to Assess**
Diploma in Homeopathy Foundation Skills	5	The Auckland College of Classical Homeopathy	Not Equivalent*
Diploma in Information and Communications Technology	5	Wellington Institute of Technology	Not Equivalent*
Diploma in Management (Health Services)	5	EDENZ Colleges 2016 Limited	Not Equivalent*
Diploma in Management (Healthcare)	5	International Academy of New Zealand	Not Equivalent*
Diploma in Outdoor Adventure	5	Whitireia Community Polytechnic	Not Equivalent*
Diploma in Te Ara Reo Maori	5	Te Wananga O Aotearoa	Not Equivalent*

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Youth and Community Studies	5	Praxis	Not Equivalent*	
Heke Kawa Oranga HKO [Diploma in Health Promotion, Sport, and exercise sciences]	5	Te Wananga O Raukawa	Not Equivalent*	
Introduction to Pastoral Care	5	Carey Baptist College	Not Equivalent*	
Management in Focusing Health Services	5	EDENZ Colleges 2016 Limited	Not Equivalent*	
National Certificate in Adult Education and Training	5	Various accredited providers	Not Equivalent*	
National Certificate in Adult Literacy and Numeracy Educator	5	NZQA	Not Equivalent*	
New Zealand Certificate in Adult and Tertiary Teaching	5	NZQA	Not Equivalent*	
New Zealand Certificate in Adult Learning and Numeracy (Vocational Workplace)	5	The Open Polytechnic of NZ	Not Equivalent*	
New Zealand Certificate Public Health and Health Promotion	5	Careerforce	Not Equivalent*	
New Zealand Diploma in Business	5	NZQA	Not Equivalent*	
New Zealand Nanny School Diploma	5	NZ College of Early Childhood Education	Unable to Assess**	
Tipa Ora Diploma in Hauora	5	Toi Ohomai Institute of Technology	Unable to Assess**	

**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.