

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 6 - Qualifications Assessed as Equivalent for Pay Equity Purposes

Scroll down below table of Equivalent Qualifications to see table of LEVEL 6 Qualifications **NOT** Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Certificate in Autism and Severe Communication Disorders	6	Christchurch College of Education	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in New Zealand Sign Language and Deaf Studies	6	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Certificate in Rehabilitation Studies	6	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Alcohol and Drug Studies	6	Wellington Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Applied Counselling with Psychotherapeutic Studies	6	Nelson Marlborough Institute of Technology (NMIT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Applied Maori Health - Coexisting Disorders	6	Anamata Education and Training	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Applied Mental Health	6	Massey University	New Zealand Certificate in Health and Wellbeing	4
Diploma in Applied Mental Health	6	Open Polytechnic	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Career Counselling	6	Central Institute of Technology (now Weltec)	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Career Guidance	6	Nelson Marlborough Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Child and Adolescent Psychology	6	Open Polytechnic	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Clinical Nutrition	6	Canterbury College of Natural Medicine	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Community and Social Work	6	Carrington Polytechnic	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Counselling	6	Bethlehem Tertiary Institute	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Counselling	6	Laidlaw College	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Counselling	6	Lifeway College	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Counselling	6	Manukau Institute of Technology (MIT)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Counselling	6	Vision College Hamilton (previously Integrity College)	New Zealand Certificate in Health and Wellbeing	3
Diploma in Counselling	6	Waikato Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Counselling	6	Christchurch Polytechnic Institute of Technology (Now Ara)	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Counselling (Applied)	6	Wellington Institute of Technology (Weltec)	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Counselling and Family Therapy	6	National Institute of Education	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Hauora (Māori Health)	6	Tipu Ora	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Hauora Maori	6	NZQA Māori Qualifications Services	New Zealand Certificate in Health and Wellbeing	4
Diploma in Health Science	6	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Health Science	6	Open Polytechnic	New Zealand Certificate in Health and Wellbeing	4
Diploma in Health Science (Massage and Sports Therapy)	6	New Zealand College of Massage	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Health Sciences (Therapeutic Massage)	6	NZ College of Massage	New Zealand Certificate in Health and Wellbeing	4
Diploma in Health Studies	6	Western Institute of Technology at Taranaki	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Healthcare Management	6	AGI Education Ltd	New Zealand Certificate in Health and Wellbeing	4
Diploma in Human Development	6	Massey University	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Massage Therapy	6	Canterbury College of Natural Medicine	New Zealand Certificate in Health and Wellbeing	2

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Mental Health	6	Manukau Institute of Technology (MIT)	New Zealand Certificate in Health and Wellbeing	4
Diploma in Mental Health and Addiction (Applied Practice)	6	AGI Education Ltd	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Mental Health Support Work	6	Southern Institute of Technology (SIT)	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Mental Health Support Work	6	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing	4
Diploma in Mental Health Support Work	6	Waikato Institute of Technology (Wintec)	New Zealand Certificate in Health and Wellbeing	4
Diploma in Natural and Complementary Medicines	6	Waikato Institute of Technology	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Naturopathy	6	Naturopathic College of New Zealand	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Paramedic Science	6	Auckland University of Technology	New Zealand Certificate in Health and Wellbeing	3
Diploma in Professional Counselling	6	Quantum Education Group	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social and Community Work	6	Wanganui Polytechnic	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Practice (Counselling)	6	Bay of Plenty Polytechnic	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Science	6	Victoria University of Wellington	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Services	6	Otago Polytechnic	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Social Services (Disability Support)	6	Otago Polytechnic	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Social Work	6	Auckland College of Education	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Work	6	Auckland Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Work	6	Eastern Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Work	6	Nelson Marlborough Institute of Technology	New Zealand Certificate in Health and Wellbeing	4
Diploma in Social Work	6	Victoria University of Wellington	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Sport (Advanced Exercise Prescription)	6	New Zealand Institute of Sport	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Sport and Recreation	6	Toi Ohomai Institute of Technology	New Zealand Certificate in Health and Wellbeing	2
Diploma in Sports and Therapeutic Massage	6	Southern Institute of Technology (SIT)	New Zealand Certificate in Health and Wellbeing	4*
Diploma in Supported Employment	6	Universal College of Learning	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Diploma in Therapeutic Massage	6	Lotus Centre Hawkes Bay	New Zealand Certificate in Health and Wellbeing	3
Diploma in Violence and Trauma Studies	6	Auckland University of Technology	New Zealand Certificate in Health and Wellbeing	3
National Certificate in Social Service Work in Suicide Intervention	6	Various accredited providers	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
National Diploma in Ambulance (Paramedic) [Ref: 0207]	6	Auckland University of Technology (AUT)	New Zealand Certificate in Health and Wellbeing	3
National Diploma in Counselling	6	Careerforce	New Zealand Certificate in Health and Wellbeing	4
National Diploma in Mental Health (Mental Health Support Work)	6	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
National Diploma in Social Services	6	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
National Diploma in Social Services (Social Work)	6	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
National Diploma in Youth Work	6	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
New Zealand Diploma in Addiction Studies (Applied)	6	Careerforce	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
Te Pokairua Whanaungatanga Whakaturuma (Diploma in Social and Community Work)	6	Manukau Institute of Technology (MIT)	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4

LEVEL 6 - Qualifications Assessed as Equivalent for Pay Equity Purposes
commenced prior to 31.12.2005 and completed by 31.12.2009

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Bicultural Diploma Applied Social Services	6	Manukau Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Community and Social Work	6	Nelson Marlborough Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Community and Social Work	6	Unitec Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Social and Community Work	6	Manukau Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social and Community Work	6	University of Otago	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Practice (Community and Social Work and Counselling)	6	Bay of Plenty Polytechnic	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Services	6	Christchurch Polytechnic Institute	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Work	6	Christchurch Polytechnic Institute	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Work	6	Manukau Institute of Technology	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
Diploma in Social Work	6	Waikato Institute of Technology (Wintec)	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4
National Diploma in Career Practice	6	The Skills Organisation	New Zealand Certificate in Health and Wellbeing (Advanced Support)	4
National Diploma in Social Work	6	Careerforce	New Zealand Certificate in Health and Wellbeing (Social and Community Services)	4

LEVEL 6 - Qualifications Assessed as NOT Equivalent for Pay Equity Purposes

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment
Certificate in Anthroposophical Health Studies (Advanced)	6	Taruna College Trust	Not Equivalent*
Diploma in Health Promotion	6	Manukau Institute of Technology	Unable to Assess**
Diploma in Human Services	6	University of Auckland	Unable to Assess**
Diploma in Mental Health Support Work	6	Christchurch Polytechnic (now Ara)	Unable to Assess**
Diploma in Occupational Health and Safety	6	Southern Institute of Technology (SIT)	Not Equivalent*
Diploma in Professional Coaching	6	Southern Institute of Technology (SIT)	Not Equivalent*
Diploma in Psychology and Counselling	6	The Career Academy	Not Accredited

Assessed Qualification	NZQA Level	Qualification programme provider	Qualification Equivalence Assessment	Level
Diploma in Social Services	6	Te Whare Wananga o te Rau Kahikatea	Unable to Assess**	
Diploma in Veterinary Nursing	6	Universal College of Learning (UCOL)	Not Equivalent*	
Diploma in Youth Development	6	Auckland Institute of Technology	Unable to Assess**	
Graduate Diploma in Human Services	6	Auckland University	Unable to Assess**	
Maori Performing Arts (Tutoring)	6	Western Institute of Technology	Not Equivalent*	
New Zealand Certificate in Assessment (Advanced Practitioner)	6	AKO Aotearoa	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.