

Summary Points from Support Staff Job Evaluation

General Points

- NZEI Te Riu Roa commissioned the report in October 2010 to examine support staff skills, responsibilities, experience and qualifications required by support staff jobs.
- Report compared support staff pay and skills with male dominated roles
- Independent researcher was Dr Celia Briar, consultant specialising in employment issues
- Comparative tools used were the Department of Labour Equitable Job Evaluation Factor Plan (EJE) and the Australia/New Zealand Standard Classification of Occupations (ANZSCO) these are widely used and have Cabinet endorsement.

What this report showed:

- That the present funding mechanism (operational grant) is a barrier to equitable pay, income security and professional development for support staff in schools
- **Grade A** support staff have a higher ANZSCO¹ level(level 4) than cleaners and caretakers (level 5)but are **paid \$1.31 an hour less**
- **Grade B** support staff share the same ANZSCO level as corrections officers (level 4) but are **paid \$6.67 an hour less**
- **Grade C** support staff have a higher ANZSCO level (level 2) than corrections officers (level 4) and should be aligned with senior corrections officers but are **paid \$7.95 an hour less.**
- Female dominated workforces (support staff) are paid considerably less than male dominated workforces (caretaker, corrections officers), despite the jobs requiring the same skill level and responsibility.

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¹ ANZSCO – Australia New Zealand Standard Classifications of Occupations

The five skill levels in ANZSCO are defined in terms of formal education and training, previous experience (in similar jobs) and on-the-job training required to competently perform the set of tasks required for that occupation. In ANZSCO, the greater the range and complexity of the set of tasks, the greater the skill level of an occupation. Level 1 is the highest level.