



## SUMMARY OF PROPOSED COVERAGE FOR APPLICATION TO INITIATE BARGAINING

<b>Application number:</b>	FPA01-008-2023
<b>Industry:</b>	Early childhood education
<b>Occupation:</b>	General
<b>Date received:</b>	01 May 2023
<b>Initiating Union:</b>	New Zealand Educational Institute Te Riu Roa Incorporated

### Disclaimer

The coverage proposed may change during the assessment of this application.

### Description of coverage currently proposed:

The initiating union applied for approval to initiate bargaining for an industry-based fair pay agreement in the Early childhood education industry.

Included in the application is a list of ANZSIC (industry codes) and ANZSCO (occupational codes).

The Ministry of Business Innovation and Employment (MBIE) is assessing the proposed coverage to ensure compliance with the Fair Pay Agreements Act 2022.

On the next page is a summary table of the coverage proposed by the initiating union as on 01 May 2023.



**Description of industry:**

Description of industry and industry activities	ANZSIC code and title	Level of ANZSIC code
<p><b>Early Childhood Education –</b></p> <p>This industry provides education and care services for children from the ages of 0-6. This education takes place in centres that are licenced by the Ministry of Education and operate under a variety of models of ownership, many of which are indicated in the next box.</p>	<p><b>P801000 Early childhood education</b></p> <p>Kindergarten operation</p> <p>Kohanga reo operation</p> <p>Nursery school operation</p> <p>Playcentre operation</p> <p>Preschool operation</p> <p>Kindergarten</p> <p>Kohanga reo</p> <p>Kindergarten preschool operation (except child minding centre)</p> <p>Pre-school operation</p> <p>Preschool education service</p> <p>Pre-school centre operation (except child minding centre)</p>	
	<p><b>Q871000 Child care centre operation</b></p> <p>Creche operation</p> <p>Day nursery operation</p> <p>Childminding centre operation (except home or school)</p> <p>Child care service</p> <p>Child minding centre</p> <p>Childcare centre</p> <p>Childcare</p> <p>Child care</p>	



	Childrens nursery operation (except preschool education)  Child day care centre operation  Childminding service  Family day care centre operation  Family day care service	
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**Description of occupation:**

<b>Description of work or type of work (Main tasks or activities)</b>	<b>Label of occupation (From ANZSCO register)</b>	<b>ANZSCO code and title (If no ANZSCO code, closest code)</b>	<b>If no ANZSCO code – indicate how occupation differs from closest code</b>
<b>ECE Teacher/Kaiako - Qualified</b>  Plans, organises and conducts activities to teach and care for children aged 0-6. Must be qualified and registered.	Early Childhood (pre primary-school) teacher Kaiako kohanga reo	241111 241112	
<b>ECE Teacher/Kaiako - Unqualified</b>  Assists in planning and provision of Early Childhood Education under direction of teachers and Centre Managers.	Early Childhood (pre primary-school) teacher Kaiako kohanga reo	241111 241112	
<b>ECE Centre Manager/Head Teacher/Senior Teacher</b>  Plans, organises, directs, controls and coordinates the activities of a childcare centre or service	Child Care Centre Manager	241111 241112 134111	
<b>ECE Teacher Aide</b>	Preschool Aide Kaiawhina	422115 422113	



Description of work or type of work (Main tasks or activities)	Label of occupation (From ANZSCO register)	ANZSCO code and title (If no ANZSCO code, closest code)	If no ANZSCO code – indicate how occupation differs from closest code
Assists in provision of ECE, especially for individual students who need help, under direction of teachers and centre managers	Kohanga reo Teachers Aide	422116	
<b>ECE Administrator</b> Administrative position within ECE centres that assists in their operation through various clerical tasks.	Office Manager General Clerk Data Entry Operator	512111 531111 532111	Occupation is specific to ECE services, whereas these ANZSCO codes covers all admin managers/workers.
<b>ECE Cook</b> Prepares meals for children in ECE, and other ancillary tasks.	Cook	351411	Occupation is specific to ECE services, whereas this ANZSCO code covers all cooks.
<b>Other ECE Support Staff</b> Roles largely similar to those above but with different titles. May include whanau liaison, specialist teaching, etc.			Any other support staff working in ECE centres that are not covered by these ANZSCO codes.

If there are occupations that fall under the ANZSCO code(s) provided above that are **not** intended to be within the proposed coverage, list these below:

Staff employed at ECE 'head-office' operations, e.g. corporate staff at companies providing ECE services. Any staff who may fall under the above general codes, e.g. administrators etc, outside of the ECE industry.

**Information redacted:** No