## Guide to eligibility for pay equity pay rates for care and support workers funded through the Ministry of Social Development

## Question 1

Is the worker an employee, employed by you (i.e. not a contractor?)

**Yes ⇨ Go to** [**Question 2**](#_Question_2)

**No ⇨ The worker is not eligible, contact** [**payequity\_implementation@msd.govt.nz**](mailto:payequity_implementation@msd.govt.nz) **for advice**

## Question 2

Does the employee’s work for you primarily involve providing care and support services to disabled persons (i.e. they spend more than half their time on these services)?

**Yes ⇨ Go to** [**Question 3**](#_Question_3)

**No ⇨ The employee is not eligible for care and support worker pay equity rates**

**Not sure** **⇨ Check the description of care and support services in** [**Question 5**](#_Question_5_1)**. If the employee carries out any of these services, return to** [**Question 3**](#_Question_3)**. If they don’t, then they are not eligible.**

## Question 3

Do you receive MSD funding for the care and support services the employee provides?

**Yes ⇨ Go to** [**Question 4**](#_Question_4)

**No ⇨ The employee is not eligible for pay equity funding from MSD**

**Not sure** **⇨ Contact** [**payequity\_implementation@msd.govt.nz**](mailto:payequity_implementation@msd.govt.nz) **for advice**

## Question 4

Does the employee’s role involve spending more than half their time providing any of the following services?

* Management or staff supervision
* Finance or marketing
* Private services to a client, whether or not they are performing those services as an employee
* Behavioural support services
* Caregiver support
* Child development services
* Environmental support
* Funded family care
* Business enterprises
* Supporting employment where the services primarily involve management, supervision, marketing, finance, negotiating/find a job on behalf of a person or people and general job search, finding jobs, networking with employers, negotiating a placement with employers or labour market research

**Yes ⇨ The employee is not eligible for care and support worker pay equity rates**

**No ⇨ Go to** [**Question 5**](#_Question_5_1)

**Not sure** **⇨ Contact** [**payequity\_implementation@msd.govt.nz**](mailto:payequity_implementation@msd.govt.nz) **for advice**

## Question 5

Does the employee’s role involve spending more than half their time providing any of the following care and support services to disabled persons?

* Personal care
* Household management
* Other home support
* Community support
* Assistance with personal care routines (such as advice about hygiene, appropriate dress, medication)
* Personal job coaching (such as providing systematic task breakdowns, working with the person to ensure the person knows how to get to work, supporting the person’s induction into the workplace)
* Coaching people on how to manage anxiety
* Providing individually-tailored support to clients to enable them to:
  + participate in activities in their communities of interest to them
  + contribute to their communities in ways valued by them and their communities
  + learn new skills to help them manage their lives and overall well-being, and to participate and work in their communities, or
  + maintain and develop social and support networks
* Working with the person to manage personal and family issues, helping the person set up natural supports

**And** is this support provided in one of the following settings?

* a person’s home or home-like setting
* a residential care facility
* a workplace
* a provider facility, or
* a community facility

**Yes ⇨ The employee is eligible for care and support worker pay equity rates**

**No ⇨ The employee is not eligible for care and support worker pay equity rates**

**Not sure** **⇨ Contact** [**payequity\_implementation@msd.govt.nz**](mailto:payequity_implementation@msd.govt.nz) **for advice**