

VISA PAK ISSUE 346 — 23 FEBRUARY 2018

TEACHER SALARIES

As per WK3.5, immigration officers require information surrounding an applicant's remuneration in order to determine that they meet market rate and what skill band they fall in to.

There have recently been instances reported of teachers applying for work visas, but only able to show an offered range rather than an exact figure for their salary, as their final specific pay rate has not yet been established by a salary assessment by Education Payroll Limited (EPL).

Whilst potential teachers are able to submit a request for a salary assessment as soon as they have received a job offer (and before they have even arrived to New Zealand), many are still submitting their visa application prior to receiving the finalised rate. Often, teachers will be offered a salary at the lower end of the range until the salary assessment has been completed.

If EPL cannot complete the assessment when it is first handled, they will wherever possible do an interim assessment to get the teacher as close as possible to their correct qualification group. They will then write to the teacher with the outcome of their interim assessment and detailing what other documentation needs to be provided.

All teachers in the state and state-integrated sector are covered by the terms and conditions in the collective agreements. The conditions in the collective agreements apply to all incoming teachers, whether they are overseas trained or New Zealand trained, and whether they are union members or choose not to join a union. The schools have no flexibility to place a teacher on a higher or lower step than the terms of the collective agreements allow for, and cannot vary the step rates. The rates in the collective agreements are the market rates. Therefore we can be satisfied that immigration instructions W2.10.5(d) are met. The other relevant instruction needing to be met is determining what skill band the applicant falls under.

Therefore, if your applicant is unable to provide you with a finalised figure as to what their salary is, as it is still being assessed by EPL, please refer to the following collective agreements and relevant clauses to determine the range that the teacher is in. The estimate of the salary range can be used for assessment purposes, noting that that the actual assessment of the salary may be significantly different once the teacher has provided all documentation to EPL.

If it is borderline as to what skill level within (based on face value assessment) then please ask your Technical Advisor or Immigration Manager to contact Ops Support Work and Residence team.

Please find below copies of the collective agreements with relevant clauses noted. The headings are hyperlinks to the agreements and relevant clauses have been highlighted.

[Primary School Collective agreement](#)

- Qualification group guidelines – clause 3.3.1
- Salary scale – clause 3.1.7
- Recognition of previous service – Appendix 6

[Area School Collective agreement](#)

- Qualification group guidelines – clause 3.2.1
- Salary scale – clause 3.1.1
- Recognition of previous service – Appendix 7

[Secondary School Collective agreement](#)

- Salary scale and qualification group guidelines – clause 4.1.1
- Recognition of previous service – Appendix A