

PART FOUR: Remuneration

4.1 Salary Scales

This collective agreement provides a base scale for trained teachers and for untrained teachers.

4.1.1 Base Salary Scale – Trained Teachers

This base salary scale applies to all certificated teachers (including Provisionally Certificated and Subject to Confirmation categories but not Limited Authority to Teach) by the Teaching Council of Aotearoa New Zealand as they are considered, for the purposes of this clause, to be trained and qualified as teachers to teach in NZ.

Unified Base Salary Scale for Trained Teachers:

Step	Qualification Group Notations	Rates prior to 3 July 2023	Step	Qualification Group Notations	Rates effective from 3 July 2023	Rates effective from 3 April 2024	Rates effective from 2 December 2024
1	G3E	\$51,358	1	G3E	\$56,757	\$59,027	\$61,329
2		\$53,544					
3	G3+E	\$55,948	2	G3+E	\$59,305	\$61,678	\$64,083
4	G4E	\$58,133	3	G4E	\$61,621	\$64,086	\$66,586
5	G5E	\$61,794	4	G5E	\$65,502	\$68,122	\$70,779
6		\$65,776	5		\$69,723	\$72,512	\$75,340
7		\$70,040	6		\$74,243	\$77,213	\$80,224
8		\$75,190	7		\$79,702	\$82,890	\$86,123
9		\$79,413	8		\$84,178	\$87,545	\$90,960
10	G3M	\$85,490	9	G3M	\$90,620	\$94,245	\$97,920
11	G3+M, G4M, G5M	\$90,000	10	G3+M, G4M, G5M	\$95,400	\$99,216	\$103,086

Note: where a teacher has been on their maximum step for three years, they may be entitled to the Service/Qualification Increment under clause 4.9.