



Formal Notification: Fair Pay Agreement Initiated for Early Childhood Education Sector

Tēnā koutou

We are writing to inform you that NZEI Te Riu Roa, the union for workers in Early Childhood Education (ECE), applied to initiate a Fair Pay Agreement (FPA) on behalf of the ECE sector, and the application was approved by MBIE on June 19, 2023.

You can read the approval notice from MBIE's Chief Executive [here](#). This letter serves as notification under Section 39 of the Fair Pay Agreements Act 2022.

A Fair Pay Agreement will enable the negotiation of an agreement covering every employer and every employee in the sector, and we will be seeking to work constructively with employer associations to come out of the process with an agreement that works for everyone. The FPA will set minimum standards for wages and working conditions across the sector, to ensure common core conditions for ECE workers. We hope this process can be used as an opportunity to work collaboratively for the good of the sector, and the tamariki served by it.

Under Section 40 of the Fair Pay Agreements Act 2022, you are required to notify your employees of the initiation of this Fair Pay Agreement by providing them with [the written statement linked here](#). You are also required, under Section 42 of the Act, to provide the contact details of each of your employees to the initiating union (NZEI Te Riu Roa) so we can contact them and adequately represent them throughout the FPA process. A spreadsheet for these contact details is [here](#). Please complete this and send the final version to payparity@nzei.org.nz. We'll also send you a reminder of this requirement. These details will be stored securely and used only for communications relating to the FPA process. [Employees have 20 working days to opt out of their contact information being shared by using the form at this link.](#)

We understand that this process may raise questions and concerns for you. More information

about the process can be found at our [website](#), or via [MBIE](#). We will keep you informed throughout the FPA process and provide updates on any developments or changes that may affect your business. We encourage you to reach out to us with any questions or concerns you may have.

Thank you for your attention to this important matter.

Ngā mihi nui,

Stephanie Mills

NZEI Te Riu Roa, National Secretary