

# SPEC Translation for SSSCA

SSSCA		
Grade	Step	Hourly Rate

<b>A</b>	<b>A1</b>	\$22.75
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<b>B</b>	<b>B1</b>	\$22.75
	<b>B2</b>	\$22.92

<b>C</b>	<b>C2</b>	\$22.92
	<b>C3</b>	\$23.69
	<b>C4</b>	\$24.56
	<b>C5</b>	\$25.43
	<b>C6</b>	\$26.30
	<b>C7</b>	\$27.17

<b>D</b>	<b>D7</b>	\$27.17
	<b>ROR</b>	\$27.18 - \$28.76
	<b>ROR</b>	\$28.77 - \$30.34
	<b>ROR</b>	\$30.35 - \$31.93
	<b>ROR</b>	\$31.94 - \$33.52
	<b>ROR</b>	\$33.53 - \$35.10
	<b>ROR</b>	\$35.11 - \$36.96
	<b>D8</b>	\$36.69

## Translation Rule

A1 to the top of Grade 1

B1 to Grade 2 Step 2

B2 & C2 to Grade 2 Step 3

C3 to Grade 2 Step 4

C4 to Grade 2 Step 5

C5 to Grade 2 Step 6

C6 to Grade 2 Step 7

C7 to Grade 2 Step 8

D7 to Grade 3 Step 1

Grade D Range of Rates are translated based on \$ value

D8 to Grade 3 Step 8

## Pay Equity Rates

(The annual rate is divided by 2080 to calculate the hourly rate)

Grade	Step	Hourly rate	Annual Rate
<b>1</b>	<b>1</b>	\$24.99	\$51,973
	<b>2</b>	\$26.30	\$54,709
	<b>3</b>	\$27.69	\$57,588
<b>2</b>	<b>1</b>	\$28.59	\$59,471
	<b>2</b>	\$29.48	\$61,310
	<b>3</b>	\$30.39	\$63,206
	<b>4</b>	\$31.33	\$65,161
	<b>5</b>	\$32.30	\$67,176
	<b>6</b>	\$33.30	\$69,254
	<b>7</b>	\$34.33	\$71,396
	<b>8</b>	\$35.35	\$73,538
<b>3</b>	<b>1</b>	\$37.11	\$77,182
	<b>2</b>	\$38.22	\$79,487
	<b>3</b>	\$39.36	\$81,861
	<b>4</b>	\$40.53	\$84,306
	<b>5</b>	\$41.74	\$86,824
	<b>6</b>	\$42.99	\$89,417
	<b>7</b>	\$44.27	\$92,088
	<b>8</b>	\$45.60	\$94,838



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## School Science Technician Work Matrix

The Science Technicians' Work Matrix Table applies to employees employed in a state or state-integrated school who work in a science laboratory role in support of the delivery of the science curriculum, such as laboratory assistants, science technicians, laboratory technicians, laboratory managers and other employees who are doing the same or substantially similar work.

When determining where a role fits within the Work Matrix Table, an employer will need to assess the routine and ongoing skills, demands and responsibilities of the role, and not things that are a one-off or isolated event. Not every activity in a grade must be part of the role for the role to be placed in a particular grade, but the grade must recognise the highest-level skills, demands and responsibilities that are required for competent performance of the role.

Grade	General Description	Level of Necessary Skills and Knowledge	Problem Solving	Interpersonal and Communication Skills	Supervision and Management
<b>Grade 1</b>	<ul style="list-style-type: none"> <li>• Holds responsibility for own work under general supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• As directed, prepares resources, equipment and learning environments to meet teacher requirements this includes clearing away and counting equipment back in, safely disposing of waste, cleaning and storing science equipment and materials as required, and recognising and alerting supervisor when equipment is missing or in need of repair.</li> <li>• Undertakes general administration tasks for the science department.</li> </ul>	<ul style="list-style-type: none"> <li>• Not expected to take a lead in problem solving.</li> <li>• Uses clear patterns and procedures to deal with clearly defined problems or escalate up to supervisor.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicates primarily on day-to-day issues and take instruction from supervisor.</li> </ul>	<ul style="list-style-type: none"> <li>• No formal supervision or mentoring of others is required.</li> <li>• Monitors other people in the laboratory for health and safety compliance.</li> </ul>
<b>Grade 2</b>	<ul style="list-style-type: none"> <li>• Manage own work and day-to-day priorities under limited supervision. Often in a sole role and may manage several laboratories across the school.</li> </ul>	<ul style="list-style-type: none"> <li>• Runs the scheduling and resource booking system ensuring teachers' requests are managed.</li> <li>• Holds cultural knowledge related to sensitivities in science experiments.</li> <li>• Has knowledge of the science curriculum and shares relevant knowledge with others including teachers.</li> <li>• Sets up and demonstrates experiments to classes.</li> <li>• Supports students with class activities or preparing for external exams.</li> <li>• Maintains in-depth and up-to-date knowledge of health and safety procedures and practices. Shares this knowledge with teachers and students to uphold safety requirements and operate all experiments and equipment safely.</li> <li>• Develops, conducts, maintains and updates inventory and chemical registries.</li> <li>• Operates specialist apparatus and/or machinery to support curriculum delivery.</li> <li>• Researches, creates, builds, recalibrates, repairs and assembles resources such as chemicals and equipment.</li> <li>• Procures resources.</li> <li>• Keeps abreast of new developments in science through professional learning and development (PLD) as well as own and collaborative research with professional organisations.</li> </ul>	<ul style="list-style-type: none"> <li>• Operates within existing policies and procedures and to identify when issues need to be escalated.</li> <li>• Provides advice on new builds or rebuilds of the science block or laboratories.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides advice and information on appropriate classroom practical activities and experiments to colleagues and students to ensure compliance with health and safety policies.</li> <li>• Provides feedback to teachers in cases where planned class activities are deemed unsuitable for the age group or not possible due to resource availability, safety issues or cost and time constraints.</li> <li>• Liaises with staff about individual student needs.</li> <li>• Produces bi-lingual labels and posters for science equipment and resources. includes respect for and basic knowledge of te reo Māori and tikanga and other cultures.</li> <li>• Builds and maintains relationships with resource and equipment suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>• Trains teachers and students on laboratory practices, policies and procedures, including health and safety requirements.</li> <li>• Holds responsibility under limited supervision for all the science chemicals and hazardous substances at the school.</li> <li>• Runs or assists with risk assessments.</li> <li>• Assists with induction of new staff including other science technicians or science teachers.</li> <li>• Takes part in extra-curricular activities with students.</li> </ul>
<b>Grade 3</b>	<ul style="list-style-type: none"> <li>• Holds full responsibility for management of the laboratory or laboratories.</li> </ul>	<ul style="list-style-type: none"> <li>• Uses knowledge of department needs and requirements to develop and manage budget accordingly to ensure adequate resources are available.</li> <li>• Collaborates with teachers on lesson planning, curriculum delivery and designing student assessments.</li> </ul>	<ul style="list-style-type: none"> <li>• Identifies, authorises and implements policy changes and uses initiative to improve efficiency and effectiveness of the laboratory and its health and safety protocols.</li> </ul>	<ul style="list-style-type: none"> <li>• Gives expert advice to those in more senior positions on laboratory policies and practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Manages other science technicians or laboratory assistants including hiring, training and delegating or determining tasks and day to day work.</li> <li>• Holds the designated laboratory manager/taiwhanga kaiwhakahaere health and safety role for the science department.</li> </ul>