

Table 32161 (2025). What is the annual funding rate for a Mental Health Assistant, broken down into salary and overhead components?

Annual average employment cost for the Mental Health Assistant occupational group under the New Zealand Nurses Organisation collective agreement

Components	Cost
Salary	\$72,740.78
Kiwisaver/superannuation	\$ 1910.14
ACC	\$930.18
Penals rates	\$18,405.22
Total	\$ 93,986.33

Annual average employment cost for the Mental Health Assistant occupational group under the Public Service Association collective agreement

Components	Cost
Salary	\$72,423.59
Kiwisaver/superannuation	\$2,858.21
ACC	\$1,024.18
Penal rates	\$27,304.37
Total	\$103,610.34

Note:

- “Annual funding rate” is taken to mean “annual total employment cost”
- “Overhead” is taken to mean “employment costs other than salary”
- “Penal rates” cover work outside normal hours; e.g., public holiday rates, overtime.