

## Changes to ECM salary model

Kia ora,

We have an update on changes that have been made to the ECM salary model for 2026.

NZQA's approach to paying ECMs has evolved over time, with changes such as digital assessment adding to its complexity. As a result, payment processing can be challenging and ECMs may find it difficult to clearly understand what they are paid for and when.

To reduce complexity, and improve clarity, we are implementing a salary model for ECMs in 2026, replacing the previous unit-based payment structure. This will provide transparency and predictability for existing and prospective ECMs.

Under the new approach ECMs will now receive a fixed salary payment, paid in equal monthly instalments between August and December.

The new salary model is calculated based on a three-year weighted average of:

- exam sessions
- candidate session instances
- Special Assessment Condition session instances.

This methodology also considers the additional training, staff management, and administration required as a part of the role.

Significant analysis was undertaken to determine the model, with a number of different approaches considered. Consultation with existing ECMs was undertaken during the design phase, and we adjusted the approach of the final model in response to the feedback received.

Under the previous system, yearly pay was variable based on the different units applied. The new salary model has been designed to align as closely as possible with pay received under the previous schedule, whilst providing predictability.

For privacy reasons, we are unable to share the specific salary that your Exam Centre's ECM is to receive. We appreciate this is a key factor in ECMs considering the role, so any queries relating to expected salary for 2026 will need to be sent to NZQA directly by the nominated ECM.

Please advise the nominated ECM that we have moved to a salary model, and that any questions can be directed to [examcentremangement@nzqa.govt.nz](mailto:examcentremangement@nzqa.govt.nz).