



## FAN Sample Cadet Salary Guide

The example below is intended as an illustration of how a Cadet's salary could incrementally increase to recognise the Cadet's increasing skills, knowledge and value to your business as they work through their qualification. This example is based on current requirements for the National Certificate in Horticulture on a minimum training wage (both of which are subject to change). Incremental wage increases could be made upon successful achievement of each Level of Achievement (as in the below example), on a module-by-module basis or upon annual completion of service to the employer. It is also at the employer's discretion to decide how much the incremental pay rises may be. It is recommended an employer consults with their Industry Training Organisation (a list of ITO's is available on the BEST Youth Contacts list available online) or selected Tertiary Education Provider to establish qualification requirements, costs and hours.

### Cadetship Salary example:

#### National Certificate in Horticulture (Level 4)

**Credits:** 120

**Level:** 4

A candidate may take up to five years to complete this programme, unless an extension is granted by special permission of the Head of School/Centre Director.

Each candidate's programme of study for the National Certificate in Horticulture (Level 4) shall comprise modules totalling a minimum of 120 credits, of which a minimum of 61 credits must be at level 4 or above. *N.B. to be eligible for the Training Minimum Wage of \$16.00 per hour cadets must be working towards earning a minimum of 40-60 credits of an industry approved qualification per year (depending on their age). See FAN Cadetship for details.*

Course Information		Cadet Salary Scheme		
Module Name	Credits	Hourly Rate	Minimum Hours per Week <sup>1</sup>	Minimum Gross Annual Salary <sup>2</sup>
<b>Level 1</b>		<b>\$16.00<sup>3</sup></b>	<b>25</b>	<b>\$20,800</b>
Protect health & Safety in the workplace	3			
Provide resuscitation level 2	1			
DKO Plant Nomenclature	4			

<sup>1</sup> These are a guideline of minimum hours only. The actual number of hours a Cadet will work will be dependent upon what has been stipulated in the individual employment agreement.

<sup>2</sup> This is a minimum annual salary guideline only calculated on the Cadet working 25 hours per week for 52 weeks at the stipulated rate.

<sup>3</sup> \$16.00 per hour is the Training Minimum Wage at the time of creating this sample salary guide. Conditions apply to the Training Minimum Wage. To ensure current Minimum Wage compliance is being met check the Employment New Zealand's website <https://www.employment.govt.nz/hours-and-wages/pay/minimum-wage/minimum-wage-rates/>. An employer can pay anything at or above minimum rates at their discretion.

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# PLAN

DKO structure & functions of plants	4			
Provide first aid	1			
Prepare to apply, and apply agrichemicals using hand held equipment	4			
<b>Level 2</b>		<b>\$16.50</b>	<b>25</b>	<b>\$21,450</b>
Use & maintain small amenity machinery & equipment	4			
Plant pest, disease and disorders, prevention and control	7			
DKO pruning & training amenity trees & shrubs	4			
DKO of HSNO act (Growsafe Cert)	4			
DKO soil properties and effect on plant growth	9			
DKO plant processes & life cycles	4			
Identify trees, shrubs and climbers used in hort.	9			
Manage first aid in emergency situations	2			
<b>Level 3</b>		<b>\$17.00</b>	<b>25</b>	<b>\$22,100</b>
Plant pest, disease and disorders and beneficial organisms	4			
Legal requirements for Horticulture	6			
Select plants for landscape & amenity horticulture	6			
ID & explain the scope of regulatory requirements	4			
Install watering systems for landscape work	5			
<b>Level 4</b>		<b>\$17.50</b>	<b>25</b>	<b>\$22,750</b>
Establish & maintain plant collections	9			
Prune & train amenity trees & shrubs to 4M high	9			
Re-vegetate indigenous plant areas	9			
Plan, implement and evaluate a weed control programme	7			
Explain how plants adapt to different environments	4			
DKO botany in horticulture activities	3			
<b>Total Credits</b>	<b>126</b>			
<b>Total Level 4 Credits</b>	<b>63</b>			

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