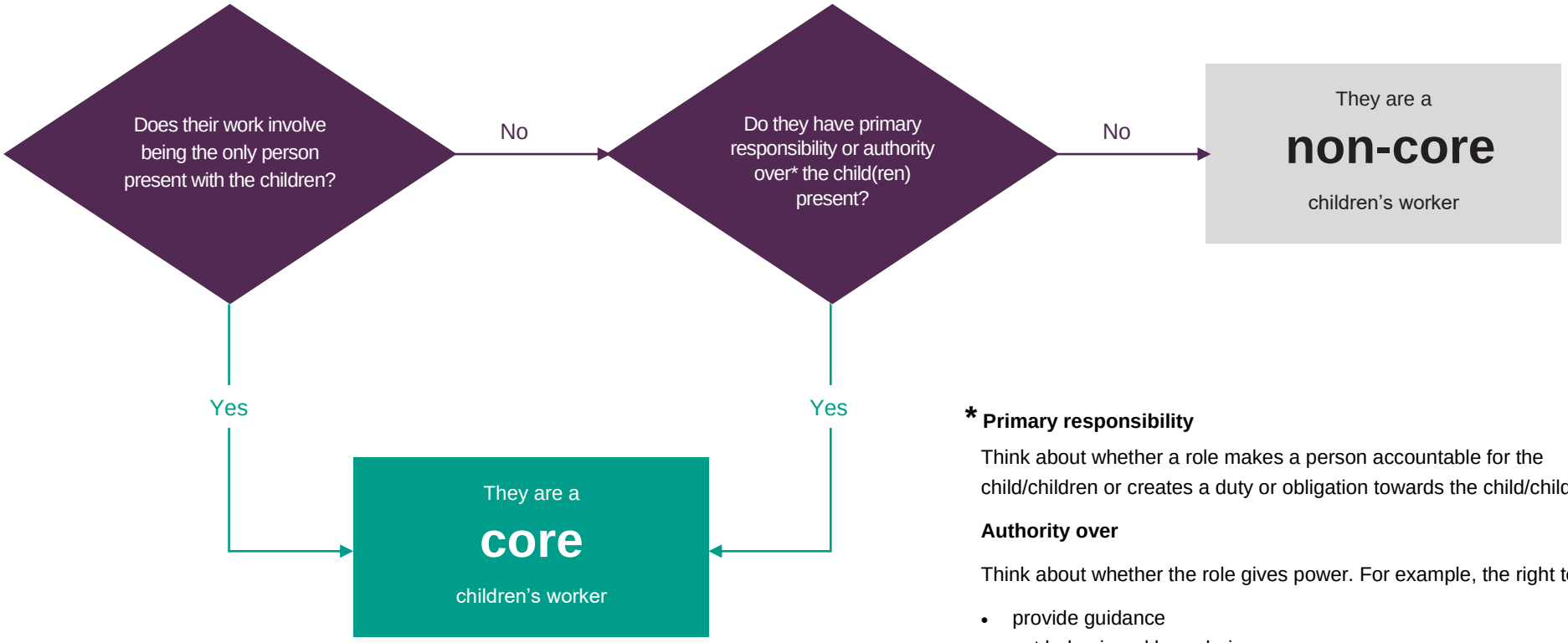
Children's workers
Core or non-core children's workers

Use this chart to help you determine if the children's workers in your school or early childhood service are core or non-core workers, as defined in the Children's Act 2014.



*** Primary responsibility**

Think about whether a role makes a person accountable for the child/children or creates a duty or obligation towards the child/children.

Authority over

Think about whether the role gives power. For example, the right to:

- provide guidance
- set behavioural boundaries
- make decisions about or apply appropriate behaviour management techniques to the child/children present.

Responsibility or authority must be 'primary'. If a person will never be left alone with children and there will always be another adult present who is more responsible or authoritative, a person will not be a core worker.

Te Kāwanatanga o Aotearoa
New Zealand Government

November 2025