

# Terms and Conditions

*\$3,500 joining incentive for new Home Based Educators.*



When you join Barnardos Early Learning as a Home Based Educator, you'll receive a **\$3,500 welcome bonus\*** — our way of saying thank you for choosing us and support you to make a difference in the lives of tamariki and whānau.

Payments are made to support your business venture with Barnardos.

If you are an **experienced educator** already caring for tamariki:

- \$1,500 is paid after 8 weeks of care (minimum 40 child funded hours)
- \$2,000 is paid after 12 weeks of care

If you are a **new educator** starting without any tamariki in your care:

- \$1,500 is paid after 4 weeks of 40 child funded hours (not before week 8 of sign-on)
- \$2,000 is paid after a further 4 weeks of care

Additional requirements:

All applicants must be New Zealand citizens or residents (including those on resident visas). Australian citizens or permanent residents, and learners on an Accredited Employer Work Visa (AEWV), are also considered. Visa holders are welcome to apply, provided they can supply written confirmation from a licensed immigration adviser that self-employment is permitted under their visa.

If you decide to leave Barnardos Home Based Early Learning within 6 months of the \$3,500 payment, repayment of this amount to Barnardos will be necessary.

**We'll be with you every step of the way,  
from your first day to every day after.**

*Offer valid from 9 September 2025 until 30 June 2026.*



**Barnardos**  
**Early Learning**