

2019-07/006

D102

18 July 2019

Health Select Committee

Tēnā koe

Support Workers (Pay Equity) Amendment Bill

The New Zealand Nurses Organisation (NZNO) welcomes the opportunity to make a submission to the Health Committee on the Support Workers (Pay Equity) Amendment Bill.

NZNO has consulted its members, staff and legal team in the preparation of this submission. As the largest professional health workforce voice, NZNO aims to represent the main issues and concerns of its members.

NZNO supports the Support Workers (Pay Equity) Settlements Amendment Bill which:–

- a) changes the title of the Care and Support Workers (Pay Equity) Settlements Act 2017 to the Support Workers (Pay Equity) Settlements Act 2017
- b) gives effect to elements of the vocational and disability support workers agreement (17 July 2017)
- c) gives effect to elements of the mental health and addiction support workers agreement (25 July 2018)

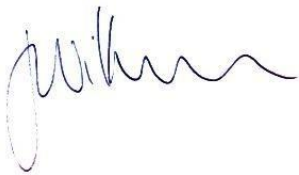
NZNO believes that mental health and addiction support workers and vocational and disability support workers form workforces that are analogous to the care and support workers to which the TerraNova settlement and the principal Act apply.

NZNO agrees that those workers should be treated in a manner that is consistent with the terms of the TerraNova settlement and the principal Act and that:–

- d) mental health and addiction support workers and vocational and disability support workers should receive the agreed pay rates, and for training to be facilitated in the same manner as for care and support workers covered by the principal Act.
- e) mental health and addiction support workers and vocational and disability support workers should be covered by the other provisions of the principal Act, including the enforcement provisions in the case of a dispute or an employer's failure to comply with the requirements of the principal Act.

In summary, NZNO supports the intent of the Bill.

Nāku noa, nā

A handwritten signature in blue ink, appearing to read 'Jill Wilkinson', with a stylized, flowing script.

Dr Jill Wilkinson
Senior Policy Analyst

About NZNO

NZNO is the leading professional nursing association and union for nurses in Aotearoa New Zealand. NZNO represents over 51,000 nurses, midwives, students, kaimahi hauora and health workers on professional and employment related matters. NZNO is affiliated to the International Council of Nurses and the New Zealand Council of Trade Unions.

NZNO promotes and advocates for professional excellence in nursing by providing leadership, research and education to inspire and progress the profession of nursing. NZNO represents members on employment and industrial matters and negotiates collective employment agreements. NZNO embraces te Tiriti o Waitangi and contributes to the improvement of the health status and outcomes of all peoples of Aotearoa New Zealand through influencing health, employment and social policy development enabling quality nursing care provision. NZNO's vision is *Freed to care, Proud to nurse.*