



Update 9 – April 2020

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When we sent the last *Pay Equity Update* in early March, none of us were really expecting we would find ourselves in the middle of a pandemic and nationwide rahui (lockdown). We are pleased that while this has caused an interruption to the work, some good progress is still being made.

Update in brief:

- Weekly Nursing and Midwifery Bipartite Zoom meetings are continuing, albeit with a suspension of these at the beginning of the rahui.
- Some of the comparator interviews were completed prior to the rahui.
- A number of the comparator organisation withdrew from the process due to the lockdown, but will be happy to participate when the situation allows.
- New potential comparator organisations have been invited to participate.
- Work on the summary role profiles of claimant (our members) interviews is almost completed.
- Assessors training workshops, planned for March, were deferred due to travel and face-to-face meeting restrictions. These are pending while options are explored – particularly how the training could be completed “virtually” through Zoom meetings or similar.
- The Bipartite Oversight Group has considered available work assessment tools and is recommending PEAT be used (see

below).

- The work continues on our claim; several comparator interviews were completed during rahui and others will recommence as soon as possible.
- This work is separate to the NZNO/DHB MECA bargaining process.
- The effective date for the application of any settlement reached remains 31 December 2019.

Work assessment tool for the pay equity assessment process

Two pay equity assessment tools were considered. EJE (Equitable Job Evaluation) and PEAT (Pay Equity Assessment Tool). EJE was developed as job evaluation system whereas PEAT is a tool to carry out work assessment in a gender-neutral manner.

Our intention is to enable transparent application of the [Pay Equity Principles](#) developed by the Pay Equity Joint Working Group through a user-friendly tool that is not costly or dependent on experts. If adopted by the parties, we think PEAT will support a consistent approach to pay equity assessment work across the State Sector.

- PEAT is a stand-alone work assessment tool that has been adapted specifically to describe and compare work for the purposes of pay equity claims.
- PEAT is intended to be used with both the claimant and comparator(s) to enable equal comparison.
- PEAT is intended to provide the work assessment evidence for parties involved in pay equity bargaining.

[Find out more about PEAT.](#)

A further update will be provided as soon as there is more to report.

