



Update 11 – June 2020

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Update in brief:

- Work continues
- The Pay Equity claim and the NZNO/DHB MECA explained
- The end is in sight!
- Remaining steps

A lot of significant work is still going on around our Pay Equity claim but it isn't always visible to members and some of it can be hard to understand. In particular, recent social media discussions suggest there is some confusion about the connection between the Pay Equity claim and the last NZNO/DHB MECA negotiations.

Pay Equity vs the NZNO/DHB MECA

The NZNO/DHB Pay Equity claim was one of the first matters agreed in 2017. The agreement was that a full Pay Equity Assessment would be undertaken and concluded within the term of the MECA being negotiated. Of particular importance, 31 December 2019 was identified as the date from which any settlement reached would take effect.

And to be really clear, while the Pay Equity claim was agreed in the MECA, it is a completely separate process and one does not depend on the other.

But what we didn't know in 2017 was that it would take more than a year (August 2018) to have a ratified MECA. The terms of settlement in the MECA mention draft terms of reference for the Pay Equity process that would need to be reviewed, and the actual Pay Equity process steps added, once the MECA was ratified. These terms of reference were not agreed until March 2019.

We are nearly there

So all that combined means our Pay Equity Claim process lost around 15 months, time we were effectively making up until the COVID-19 pandemic made completing the comparator interviews a real challenge. This work is back on track now.

What we are able to report is that the NZNO/DHB Claim has progressed much faster than other Pay Equity claims, such as the recent NZEI Teacher Aides settlement and the PSA Administration Workers claim. And for us the end is certainly in sight.

The chart below details the timeframe through to the negotiation and concluding of the Pay Equity claim. Roll on August!

Stage	Completion
Claimant interviews	Completed
Claimant role summary profiles	Completed
Claimant remuneration gathering	Late July
Potential comparator interviews	Late July
Potential comparator summary profiles	Late July
Potential comparator remuneration gathering	Late July
Work Assessment	Mid-August
Analyze remuneration	Mid-late August
Undervaluation established?	Late August