



Update #14 – December 2020

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Tēnā koutou katoa,

Work continues steadily. NZNO representatives working through the Pay Equity claim are members and staff who are committed to this process and spend a lot of invisible hours on it. It would be great for them to receive your continued support.

It is taking longer than expected, and we know this is disappointing, but we certainly have significant expertise involved, including legally qualified staff, some who were involved in the original Pay and Employment Equity Taskforce, and some who continue to work with the Public Services Commission on associated equal pay legislation, policy and structures.

The latest edition of *The Nursing Pulse* includes an interview with Bipartite Oversight Committee member Mark Baldwin. It provides some insight into the massive contribution just one of our involved members has made. Read the interview at <https://nzno.cmail20.com/t/ViewEmail/r/F92F1AE7D5E18E302540EF23F30FEDED#PEMB>.



A re-cap of the journey so far

- March 2019 – Terms of Reference for the claim process were signed by the parties
- Bipartite oversight group identified and orientated
- Identification and training of interviewers

- Deciding on claimant roles and interviews with 19 representative roles and 135 role holders
- Identifying and securing participation of potential comparators – 85 organisations were contacted, only 13 agreed to participate
- Interviewing potential comparators – 18 potential comparator roles, 100 role holders interviewed
- Work assessment workshops held – 37 claimant and potential comparator roles assessed
- Identification of further potential comparators
- Training held on use of EJE tool for quality review of work assessments
- Quality review panel set up
- Summary role profiles provided to the Chief Nursing Officer for review.

Next steps

We are working on completing the second stage work assessment using the more detailed EJE tool to ensure we have the quality data needed. This will include workshops in February for the assessment committee who will be assessing the roles using the EJE tool.

The Quality Review Panel will review this work for consistency and provide feedback to the committee. This will occur for all 29 roles that will be reviewed.

We will continue to ensure that the process throughout remains bipartite with representatives from all parties involved. However, to ensure there is no potential bias the DHB representatives will not be people who are actively employed in any of the current roles.

If the outcomes of the second assessments do not show clear comparators for claimant roles, the parties will need to consider additional potential comparators.



We will be separating out our approach on the nursing and midwifery parts of our claim but they will continue to be progressed concurrently. This is because the disciplines of midwifery and nursing roles are different.

Frequently asked questions

Why is this taking so long?

The Pay Equity claim process that NZNO and the other associated unions and employer representative are engaged in is a huge and complicated piece of work, and this process has not been applied to a regulated workforce in the past.

By way of comparison, other Pay Equity claims (e.g. the PSA Clerical and Admin Pay Equity claim) has been underway for a much longer period, doesn't cover the complexity of nursing/midwifery work and is not expected to be fully settled until mid-2021.

Will I still get the settlement if I have moved DHB, resigned, retired from my employment or moved overseas?

Yes. However, members will have to keep engaged in the process and watch for news of the settlement being reached. They will also have to apply to the DHB for their payment. NZNO will support this process but will not be able to make contact with these members directly.

Is the settlement just for registered nurses?

No. The claim covers NZNO members who are within the coverage clause of the DHB/NZNO MECA – nurse practitioners, registered nurses, registered midwives, enrolled nurses, registered obstetric nurses, Karitane nurses and health care assistants/hospital aides.

Does the date of 31 December 2019 still remain in place for the backdating of the settlement?

Yes. When the negotiations on how the settlement will be applied are complete, members covered by the Pay Equity claim will be able to vote on the settlement. Information will be made available at that time.

Why did I recently receive a notification about Pay Equity from my employer?

The notification you will have received is part of the amendments to the Equal Pay Act. It is a requirement for the employer to advise all employees that a Pay Equity claim has been raised by the union that covers the work they do.

Union members do not have to do anything with the notification. It makes reference to opting out of the Pay Equity claim, as required by Act, but this means resigning your union membership. We don't think that is a good idea.

