



## Update 01 – December 2018

The NZNO/DHB Pay Equity process is underway and the parties involved have already met twice to discuss how we will approach this work.

I attended these meetings as the NZNO Pay Equity Project Lead along with Lesley Harry who is the NZNO DHB Sector Industrial Advisor. We met with Jane Douglas and Rosalie Webster who are the Employment Relations (ER) Specialists for TAS (Technical Advisory Services) and Sasha Hayman who is the TAS Pay Equity Project Coordinator.

We discussed the need for a national approach to this work that will be coordinated across the health sector. Discussions covered the broad outline of all the components of the process which included the use of gender neutral job evaluation tools for assessing the claim, the scope of the plan and how we will operationalise the project plan. We agreed the process needs to be consistent with the requirements of the Equal Pay Amendment Bill,

which has had its first reading in the House and is before the select committee.

A shared project plan is being developed that will include details of the process, who is involved, communications, education, how decisions will be made and so on.

- The next meeting of the joint NZNO/DHB Pay Equity group will be held in early February 2019. At that meeting we will:
- finalise the terms of reference
- discuss the scope of the claim
- identify the occupational groups and how others (members) will be involved
- identify required resources
- confirm how communications will work so stakeholders are fully informed.

Once all this is worked through we will communicate the plan to all and be ready to progress this work in the New Year.

### Introducing the NZNO Project Lead for the NZNO/DHB Pay Equity Project

Kia ora, I am Glenda Alexander, NZNO Associate Industrial Services Manager, and I will be co-ordinating the Pay Equity process for NZNO that was agreed through the DHB MECA negotiations. Over the years I have gained extensive experience and expertise in the area of Pay Equity.

I was a member of Pay Equity Taskforce that developed the five-year pay equity action plan for New Zealand women, and subsequently worked with the Pay and Employment Equity Unit when the gender neutral job evaluation tool was developed.

In 2008 I was the NZNO Lead involved in the DHB PAEE audit. Most recently I have been NZNO's representative on the Gender Pay Principles Working Group. I look forward to this project, which will finally address the true worth of nurses' work.

Ngā mihi, Glenda

