



NZNO/DHB PAY EQUITY



Equal pay for work of equal worth



NZNO/DHB PAY EQUITY – Update 02 – March 2019

Welcome to the second NZNO/DHB Pay Equity Update.

We are now able to report on the work that has been going on behind the scenes since early February. NZNO has been continuing to work with DHBs, PSA and MERAS on our pay equity claim which was the process that was agreed as part of the settlement of the 2017 /2018 re-negotiation of the DHB/NZNO Nursing and Midwifery Multi Employer Collective Agreement (MECA).

The agreement included commitment to having the pay equity claim settled by the end of the year, 31 December 2019.

An action plan has been developed that sets out the process for progressing the NZNO Pay Equity claim for senior nurses, registered nurses, public health nurses, nurse practitioners, enrolled nurses, karitane nurses, obstetric nurses and health care assistants including psychiatric assistants. The pay equity claim for NZNO's midwifery members will be progressed in a concurrent but separate assessment process.

The following is a summary of the process that we will be following to settle our pay equity claim, which essentially has three stages.

1. Setting up the process
2. Assessing the claim
3. Settling the claim

We expect the first stage to be completed mid-April and includes:

1. NZNO working with TAS (the DHB's Technical advisory Service) and the two other unions MERAS and PSA to agree and sign off the terms of reference or the "bargaining process" that will be used to assess and settle our claim. Note: we will be using a separate TOR and process for midwives, but it will happen at the same time as the process for the other NZNO members.
2. The identification of which DHBs where the assessments (interviews of job holders) will take place.
3. The confirmation of the NZNO reference group. This will be delegates from the NZNO/ DHB national delegates committee who represent the DHB where the assessments will take place. These delegates will have the specific responsibility to report back to the rest of the national delegates committee on progress and or issues arising.
4. The calling for expressions of interest from NZNO delegates from the DHBs that will be directly participating in the assessment process, to be trained alongside NZNO staff as interviewers.
5. Developing and agreeing the criteria for selecting those who will be interviewed.

The second stage assessing the claim, is the longest part of the process and will most likely take through to late September / October this year.

This part of the process involves gathering the claimant (our) data which is done through interviews with the job holders. The interviews are conducted using pay equity assessment tools that have been purposefully developed to be gender-neutral with a wide range of stakeholder being involved (employers, unions, HR representatives, commercial job evaluation providers). We will talk more about these tools and resources and how that works in our next member update.

During the assessment stage, once the comparator occupations are agreed that data is also gathered through interviews with the comparators and supplemented by any existing information about their work and remuneration also gathered.

When this part of the process is completed researchers from the DHBs and from the unions will work together to analyse the information to establish the difference in pay between the claimants (us) and the pay of the comparators (the male dominated occupations identified) based on the value of the work performed.

3. Settling the claim

During this third and final phase the NZNO bargaining team will be democratically selected. The union team will use the undervaluation work and comparisons from Phase two to negotiate and conclude a pay equity claim. Ratification will happen when an agreed outcome has been identified based on the evidence, between the DHBs and union negotiating team.

We expect Phase three will occur between early November and late December.

Communication

NZNO will communicate with its members covered by the DHB MECA by:

- a monthly member update and posting this on the Pay Equity page of the NZNO website (or more frequently if required).
- Emailing DHB members to alert them to new updates
- advertising new Pay Equity information via Facebook

We will communicate with other NZNO stakeholders (e.g. NZNO staff, NZNO Board, Regional Councils and Sector Groups) through existing communications channels.

Finding out more

As formal documentation becomes available links to that information will be provided for members. We will also look at developing short video updates to provide education on the process. For a starter here is a link to some “frequently asked questions” already received.

https://www.nzno.org.nz/nzno-dhb_pay_equity

We wish to provide factual and up to date information, if something isn't clear or you don't understand something, please come back to us directly for clarification on dhbpayequity@nzno.org.nz .