

## Update 3 – 23 May 2019

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Thanks, everyone, for your patience with this delayed update. We've been working through some complicated matters and thought it best to ensure that, when we were able to provide an update, it would include confirmed information.

Our [last formal update in March](#) advised that we were continuing to work with the DHB representatives (TAS), MERAS and PSA on the "set up" stage of the pay equity claim process.

We are pleased to advise there has been significant progress with this.

- We have signed Terms of Reference for both parts of our claim, the general nursing claim and the midwives claim. These are both up on the [Pay Equity page](#) of our website. The general nursing and midwifery claim processes are running concurrently.
- The project leads meet weekly by Zoom, (NZNO, PSA, MERAS and DHB representatives) to oversee and progress the set up process.
- Through an expressions of interest process, delegates from the NZNO/DHB National Delegates Committee (NDC) have agreed to be part of the NZNO Pay Equity Working Group. We were able to fill positions we couldn't fill from the NDC with delegates accessed through the relevant sections, e.g Nurse Practitioners and Enrolled Nurses. We have two experienced midwife delegates joining the Midwifery Working Group alongside two MERAS delegates.
- The NZNO internal staff reference group has

been established.

- The [DHB and NZNO teams](#) for both parts of our claim have been identified.
- We have an orientation day on 4 June for all those directly involved, i.e. our delegates, project leads and educators, with the same roles represented from the other unions and the DHBs. The purpose of this training is to meet with the pay equity "technical expert" to ensure that all parties are orientated to the pay equity process and are on the "same sheet" as to what this process is about – i.e. to *establish whether nursing and midwifery work has been undervalued either historically or currently based on gender bias, to agree on what the undervaluation is and to negotiate how the outcome or settlement is applied.*
- We have dates for interview training (23-24 May and 1-2 July) and a timeframe for the commencement of the interviews (early July – late August).
- We have the locations of the work assessment interviews provisionally agreed (to be confirmed as soon as possible).
- We will be developing and including Pay Equity education sessions into our delegate training along with opportunities for members to be informed.
- We have been discussing criteria for the identification of potential comparators. No decisions have been made on these at this point, but they will be in late August – early September.

### The work assessment interviews

The interviewers will be provided with training on using the Employment New Zealand [Equitable Job Evaluation tool](#) to help understanding of the



difference between job evaluation and work assessment (more on this in the next update).

Role holders will be identified in each of the DHBs taking account of the range of work being assessed.

A union and a DHB representative will be the interviewers at each interview.

Interviews will take around an hour and a half and may be done in small groups of up to three interviewees. On average three interviews per day are able to be completed.

After the interviews the two interviewers validate the information gathered between them for accuracy and make sure it is well documented. Data gathered through the interviews is collated into a summary profile of the role being assessed. We will be recruiting additional NZNO delegates to be interviewers once interview locations are confirmed.

## Comparators

The same process will occur with the comparators once they have been identified.

A number of male dominated workforce groups have already been identified and used in other pay equity processes. We will be using this sort of existing information to inform our assessments, or we may re-interview a particular group. At this point there has been no decision on any primary comparators for our claim. However, we will ensure that the comparators finally agreed will reflect the same or similar skills, responsibilities and conditions or demands of the work nurses and midwives do.

## The Pay Equity Claim process summarised

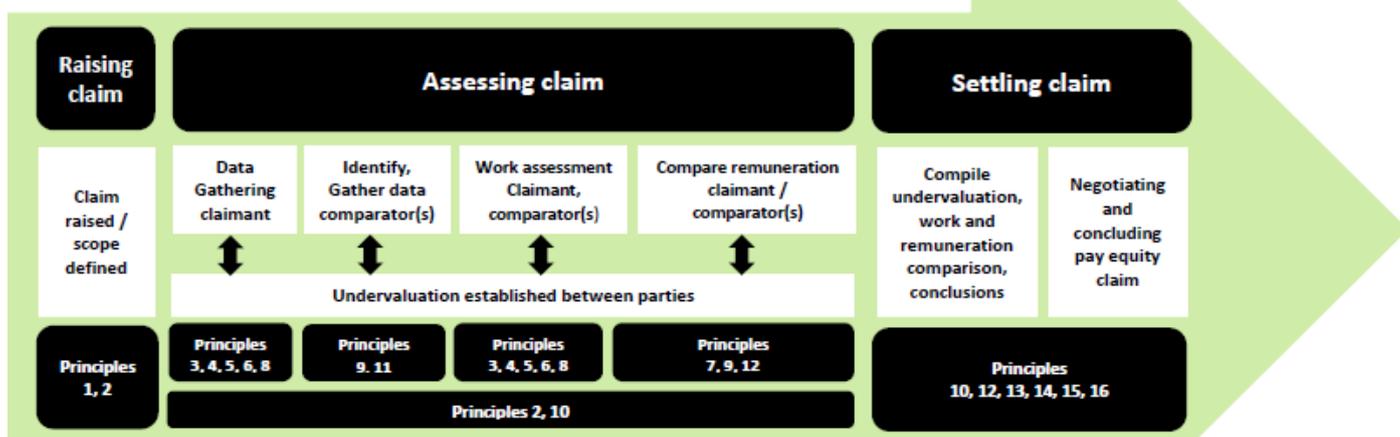
Please see the diagrams below that describe the Pay Equity Claim Process and the Pay Equity Work Assessment factor plan. Both diagrams refer to the [Pay Equity Principles](#), also available as a reference. The Pay Equity Principles were developed and agreed through the Joint Working Group that involved representatives of the State Services Commission and the NZ Council of Trade Unions.

The Pay Equity Claim Process differs from a pure “job evaluation” process which looks at the job descriptions and makes an “evaluation” on what is written or how the job is described. In the Pay Equity Claim Process work assessment forms the basis of identifying whether the work is undervalued. This is done by assessing the work as defined by role holders and then comparing those work assessments with others whose work has the same or similar skills, responsibilities and conditions of work, which is or has been male dominated; and whether that work has been underpaid due to a historic, current or persistent gender bias.

We will provide more information about the specifics of the interviews, either in the next update or via our [Pay Equity page](#).

Read our updated [Pay Equity FAQ](#) document.

please keep your questions coming to [dhbpayequality@nzno.org.nz](mailto:dhbpayequality@nzno.org.nz).



## Pay Equity Work Assessment Factor Plan Framework

SKILLS	RESPONSIBILITY	CONDITIONS/ DEMANDS
The Skills Factor Group reflects the knowledge and problem-solving skills required, as well as the role of interpersonal and physical skills	The Responsibility Factor Group reflects leadership responsibilities, as well as responsibility for resources, service outcomes and delivery of services to people.	The Conditions / Demands Factor Group reflects the working conditions context and a range of demands that are part of the working environment.
Factor 1 Knowledge and Understanding	Factor 5 People Leadership	Factor 9 Emotional Demands
Factor 2 Problem-solving Skills	Factor 6 Information and Resources	Factor 10 Sensory Demands
Factor 3 Interpersonal Skills	Factor 7 Organisational Outcomes	Factor 11 Physical Demands
Factor 4 Physical Skills	Factor 8 Services to People	Factor 12 Working Conditions

