



Update 5 – August 2019

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This update is to provide more information about the progress of our Pay Equity Claim, particularly around information that will be forthcoming in the next few weeks.

Even though acceptance of NZNO Pay Equity Claim was well established during the last DHB MECA bargaining, DHBs will soon be sending a notice to employees covered by the current Pay Equity Claims (those made on behalf of NZNO, PSA and MERAS members). This will officially notify DHB employees that the claims are in place and that work on them is underway.

From 26 August Expressions of Interest (EOI) forms will be sent by means of an electronic link to the relevant role holders in each DHB where it has been agreed the work of those roles will be assessed as part of the Pay Equity Claim process.

This is about gaining a clear description of nursing roles for comparison with similar roles in male-dominated professions. The forms will be customised for each DHB and the sorts of nursing roles to be assessed (e.g. emergency department, mental health etc.) will vary. However, it will be clear on each form which nursing role it is intended for.

Those interested in being interviewed about their work are invited to complete the EOI form and submit it to the DHB within two weeks.

Next the information gathered from the forms will be checked to make sure the criteria for being interviewed is met. A joint panel of DHB representatives – NZNO, PSA and/or MERAS, will use a random selection process to match the EOI

with the interview schedule at the particular DHB. How that panel will be made up will depend on whether the role being assessed is primarily nursing or midwifery.

Each DHB will have an identified “liaison person” who will match the available interview times. This may mean people will be interviewed while on shift with their absence covered by others working that shift, or with additional paid resources to cover the period of the interview. If off-shift those interviewed will be paid as time worked to attend the interview.

Managers will be sent a letter about the data gathering interview process. The letter will seek their support, particularly for the paid release of those employees who are part of the interview process. Managers will also be provided with a Q & A fact sheet to help them understand and communicate about this important process.

Once the interview schedule is set those who will be interviewed will be sent an invitation to the interview, additional information and confirmation of the details. The confirmed interviewees will be sent a pack containing the questionnaire and the gender neutral factor plan. This is to allow them time to think about how they might describe their role during the work assessment interview. There is also a Q & A fact sheet for interviewees.

The interviewers will be people contracted by the DHBs along with delegates or union officials.

A broad list of possible comparators between professions has been put together and work has been done to refine those potential comparators to a shorter list to be discussed at the next Bipartite Oversight Working Group meetings scheduled for the end of August.

It is not just a simple process of identifying and deciding which comparators would work for us. People from the proposed comparator professions



have to agree to participate and their employers will need to agree to release them from work to attend comparator interviews. Where possible previous comparators data may be used.

I would just like to make a couple of points in closing.

The first is that, at this stage, we don't yet know what form the Pay Equity settlement will take. Possibilities include increased salaries and rates, changes to salary scales or improved conditions and/or benefits. The end result is likely to be a combination of all or some of these things and we won't know for certain until the comparator process is complete.

The second point is that as the date that has been set for establishing whether nursing work has been undervalued based on gender – the pay equity settlement, is rapidly approaching and there is still much to do. I would like to ensure members that if we do not have all decisions made and processes in place by then, 31 December 2019 remains the effective date from which Pay Equity benefits will be applied.

More information about the Pay Equity claim is available on the [Pay Equity page](#) of the NZNO website. Please keep your questions coming to dhbpayequity@nzno.org.nz.

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

