



Update 7 – December 2019

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What's happening with Pay Equity?

We have quite a bit to report since the last Pay Equity Update in October.

We are pleased the job holder interviews for the Pay Equity claim process have been completed and that really useful data was collected.

A huge thank you to those NZNO members who agreed to be interviewed and to the delegates and staff who were the interviewers and/or recorders. You have made a great contribution to this very complex and important process.

Collating the collected information into summary profiles for each role was completed by a group of Masters students. This was to ensure no unconscious bias happened as transcripts were translated. I've reviewed some of the summary role profiles personally and, even though I come from nursing and have worked with nurses for many years, I was amazed by the depth and breadth of how nursing and midwifery was described. We're now really confident we have the evidence to prove that our work has been undervalued largely because it has traditionally been performed by women.

Next steps

The next step is to have the summary role profiles verified or validated. This means that someone who meets particular criteria (e.g. understands the role but is not in it or reporting to someone in that role) will check that the role holder profile generally aligns with their understanding. They will also identify any important information they believe

is missing and may provide additional information. This work is to be completed by 14 February 2020.

We have also reached a refined list of potential comparators. We call them "potential" because until we start comparator interviews we won't know for sure whether the work they do is truly comparable.

We have identified a number of potential comparator roles that match the broad groups of Registered Nurses, Midwives, Enrolled Nurses and Health Care Assistants. As previously reported the ANSCO occupational job classification framework is used to identify comparator occupations that are:

- male dominated (either currently or historically)
- of a reasonable sample size
- covered by a collective agreement and/or the remuneration and information is accessible
- have similar skills and qualifications and similar entry to job criteria and the years required to reach qualification is equivalent.

The next step in the process after that is to gain agreement to participate from both the comparator employees and their employers.

The new State Sector Pay Equity Governance Group

In late October we were advised that a new State Sector Pay Equity Governance Group will be set up across the public sector (Education, Public Services and Health). It will be made up of Government

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officials and will address the Government's funder responsibilities around Pay Equity claims and to give confidence to ministers that the Government's Pay Equity aims are being met. A Crown Negotiator has also been appointed to help the parties through the settlement stage of the process.

There was some time lost while these processes were put in place and, at first, we and the other two unions (PSA and MERAS) were not sure this would help. We now believe having the Crown Negotiator involved should mean the respective ministers are kept up-to-date, which should reduce delays.

Evidence-based claim

There is still much to do before the settlement is reached, but our current work is about providing an evidenced-based claim that is free of any bias that could lead to an outcome being challenged.

Things have taken time but, as we have advised, the settlement will apply from 31 December

The nursing and midwifery bipartite oversight groups

Nurses

Julie Pritchard
Mark Baldwin
Geraldine Kirkwood
Karen Marshall
Leonie Metcalf

Midwives

Sue McNabb
Joanna Ramsay

Julie Pritchard



Julie is a Clinical Nurse Co-ordinator for general surgery at Hutt Hospital. She has been an NZNO delegate in the private hospital sector and has faced discrimination as a female around pay issues in that sector. She strongly believes in the security, openness and transparency of

collective agreements.

She believes pay equity is a complex issue and that nursing and midwifery will only get this one chance to make this right across the vast diversity of nursing groups.

"We are lucky we can draw on work already done by health care workers in gaining pay equity. It gives us a strong foundation to build and work on."

2019 regardless of when this is all finalised. We appreciate your patience and ongoing support for this ground-breaking work. It is a big deal and we need to get it right. Establishing the worth of our work, free from gender bias, will eventually benefit nursing and midwifery across the health sector. Stay with us on this journey; the end is in sight.

Merry Christmas and hopefully a happy and "equitable" New Year!

Please find below the profiles of two more of our NZNO members who have been representing you on the pay equity nursing and midwifery bipartite oversight groups.

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.

Joanna Ramsay



Joanna is a Core Midwife, working in a sole charge position in a primary unit on the Kapiti Coast facilitating around 130 births per year. Relationships between core staff and LMCs are positive, and safe birthing is facilitated with excellent breastfeeding rates. She

loves working within the local community, allowing people to stay on the coast for birth care.

Joanna is aware that women have been undervalued in the workforce as a matter of course. She is interested in fairness and justice and has been educated within the union movement.

"I am honoured to participate in this process. I recognise the considerable effort that has already been put in and hope to assist in getting the good result midwives and nurses deserve."

