

Pay Equity - a snapshot

Our Timeline

- NZNO / DHB Pay Equity claim accepted - 2017
- MECA ratified - 2018
- PE Terms of Reference agreed and signed - March 2019
- Nursing and Midwifery reps elected to Bipartite Oversight Group - March
- PE Gender Neutral Work Assessment Tool agreed and education and training on it for the team provided - April - May
- DHB Interview sites agreed and Training of interviewers - June - August / September
- 214 interviews of nursing roles and 55 midwifery roles - October
- Summary role profiles developed - November
- State Sector Governance Group established and Crown Negotiator appointed - November
- Preferred list of potential comparators agreed - December
- Validation / verification of summary role profiles - February 2020
- Interviews with comparator role holders and analysis of data collated (including remuneration information) - February / March 2020
- Analysis of all data and information collected to provide the evidence needed that nursing and midwifery work is undervalued in preparation for the settlement stage - March / April 2020

Pay Equity - generations
in the making due 2020!

