



## Update 10 – May 2020

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Manager Industrial Services  
and NZNO Pay Equity Process  
Co-ordinator



I want to start by congratulating teachers' aides for achieving an historic pay equity settlement from the Government. It's an acknowledgment of the historic under-valuation of the significant and important work that the predominately female teacher aide workforce does.

Even though the COVID-19 pandemic disrupted the Pay Equity process considerably (see the last [Pay Equity Update](#)), we do have some progress to report.

We now believe we have enough data collated from comparator interviews to commence the work assessment process. This is how the comparison is carried out that will determine how much nursing has been undervalued because it is a female-dominated profession.

We know this is taking longer than expected, but we also note that the Pay Equity process for teachers' aides started in 2016 (our terms of reference were signed off in 2019). We hope to move faster than that, but it is really important that we do this work well regardless of how long it takes. We will only get one go at this and it is vital that we build a solid case that cannot be challenged when we reach the stage of negotiating the Pay Equity settlement with the Government.

Until that happens we will not know exactly what the settlement will look like, but we do know that the effective date of the settlement remains 31 December 2019.

So the work assessment stage is about to begin and that's a significant milestone achieved. We have also confirmed with the Government that its commitment to Pay Equity remains, despite the COVID-19 pandemic.

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](mailto:dhbpayequity@nzno.org.nz).

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

### The nursing and midwifery bipartite oversight groups

#### Nurses

Julie Pritchard  
Mark Baldwin  
Geraldine Kirkwood  
Karen Marshall  
Leonie Metcalf

#### Midwives

Sue McNabb  
Joanna Ramsay

#### NZNO staff

Glenda Alexander  
Lesley Harry

In this edition we have room to profile one more member of the group.

#### Leonie Metcalf



Leonie has been an enrolled nurse at Waikato DHB for the last 37 years and currently works in the Women's Health Service.

She feels privileged to be included in the bipartite oversight group and believes this complex process is the first challenge of its kind, so it is imperative that that we "get it right".

As the past National Chairperson of the NZNO Enrolled Nurse Section, Leonie is a strong advocate for recognising the value of enrolled nurses in the health workforce. She believes in fairness and justice for all nursing and midwifery groups and has been an active workplace delegate and NZNO member for more than 15 years.