



## Update #12 – September 2020

### This Update in a nutshell:

Q: Are we there yet?

A: No

Q: Why not?

A: Like many issues for our country, this has been delayed by the impact of COVID-19.

Q: Why wasn't it finished or further ahead before the pandemic hit?

A: All parties involved underestimated the complexity of this process and the time it would take. This is the first full pay equity claim process undertaken for a complex and regulated workforce covering more than 30,000 people.

Q: Why so long since the last update?

A; The assessment process did become quite protracted and there have been few developments.

Q: Will we still get the outcome/back pay to the 31 December 2019?

A: Yes. Members who were covered by the ratified DHB/NZNO MECA 2018-2020 will receive the outcome/settlement backdated to then.



Glenda Alexander, NZNO  
Manager Industrial Services  
and NZNO Pay Equity Process  
Co-ordinator



In our [last Pay Equity Update](#)

we included an indicative  
timeframe for concluding the  
work assessment process.

Unfortunately this phase of  
the DHB/NZNO Pay Equity claim was significantly  
impacted by the second wave of COVID-19.

The work assessment phase is where all claimant  
and comparator summary role profiles are assessed  
for comparability.

Using the pay equity assessment tool, 12  
factors within the three categories of: skills;  
responsibilities; and conditions and demands of  
the job (for both groups) are scored on the basis of

whether the work:

- a) is not at all comparable
- b) has small areas of comparability
- c) has some comparability
- d) has significant comparability
- e) is broadly comparable.

What we are looking for at this point is whether  
the work of the comparator is comparable to the  
work of the claimant (us). If it is broadly comparable  
that would be the best comparator to use for the  
remuneration comparison.

This part of the process also identifies whether  
the comparator is appropriate for the particular  
nursing role we are assessing, or whether it would  
be appropriate for any of the other roles covered by  
our claim. It may also show that a comparator is not



appropriate because the role does not require the same skills, knowledge, responsibilities etc.

## The comparators

As you know we are working on our claim with three other parties, PSA, MERAS and the employer representative [TAS](#). The parties have agreed that once the assessment process is fully completed we will release the information about which comparators were identified and which roles have turned out to be appropriate comparators.

As a reminder the criteria for identifying potential comparators are:

- qualification and/or skill level
- years of training required to be fully qualified
- whether predominantly male either now or historically
- statistically reliable sample of comparator roles
- accessible work and remuneration information
- covered by a collective agreement.

Participation by comparators was voluntary and had to be agreed to and accommodated by their employers. This was significantly impacted by COVID-19 in that availability and access to the roles became a challenge during lockdown and recovery.

Despite this, assessment work continued and the last assessments were completed mid-September. However, not all comparators were found to be appropriate. Other comparators for some roles are being sourced now and a quality review process is being put in place to ensure the outcome is free from bias. This means the indicative timeframe for determining the outcome of the assessment process (late August) has had to be extended.

## Where we're at

Work is continuing steadily but the assessment phase will not conclude until after the election. Next will come bargaining and reaching a settlement, which will be done with the employers, NZNO and the other unions, and the Crown negotiator.

Until assessment is complete and we have been able to engage with the Crown negotiator we can't predict when this will happen. However, we will be keeping the pressure on for the settlement of our claim to be delivered as a priority.

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 group

### Nurses

Julie Pritchard  
Mark Baldwin  
Geraldine Kirkwood  
Karen Marshall  
Leonie Metcalf

### Midwives

Sue McNabb  
Joanna Ramsay

### NZNO Staff

Glenda Alexander  
Lesley Harry

### Karen Marshall



Karen says she has proactive female relatives, including nurses and teachers, so she's always understood pay inequity for women. Her philosophy is, if you want to know what is going on, get involved. That's why she joined the bipartite oversight group.

Karen works 0.5 as a CNS in the Burwood Spinal Unit and 0.4 as an RN. She became a delegate in 2013, and has been very active in the Canterbury Regional Council and previous MECA negotiations.

Karen believes all parties have been collaborating positively.

"Whilst it has been a steep learning curve, the process has been robust, and that's essential to determining what equity looks like across all occupational groups," she says.

