

December 2022

## Pay Equity Interim Increases – FAQ

What are the rates of the pay in the interim order?

[Download the interim Nursing Pay Equity Settlement remuneration rates here.](#)

The interim rates have different pay scales for some roles, how do I work out what pay grade and step I should be on?

[You can see how you transition onto the interim rates on the tables available here.](#)

From when do these rates apply?

These interim rates apply from 7 March 2022. If you worked for Te Whatu Ora after that date you will be entitled to back pay for your work after that time.

What impact does the payment of these rates have on our legal claim?

Payment of these rates is an interim step and does not stop our claim with the Employment Relations Authority to have the rates fixed and does not stop our claim for back pay to 31 December 2019.

When will the new rates and back pay from 7 March be paid?

The Employment Relations Authority determination says the rates are to be paid as soon as feasible in terms of Te Whatu Ora's pay roll systems. This may take two to four months given the payroll administration implications of the upcoming holidays.

I am going on parental leave shortly. What does this mean for me?

The interim rates apply from 7 March 2022 and any parental leave payments after that date should use the interim rates. However, the determination also says that actual payment is as soon as feasible and that this may take between two and four months.

I have resigned from Te Whatu Ora and am leaving in a few weeks. Would I be eligible to receive the payments next year? And how do I go about this?

Yes. Contact your payroll team to make these arrangements. Note that they may take some time to process the changes.

## How do former Te Whatu Ora staff claim for payment?

You will need to contact the payroll team of your former Te Whatu Ora district.

## If I changed hospitals since 7 January 2020 (and given that it is now one employer under Te Whatu Ora), do I need to do anything extra to get payment?

While all of the former district health boards are now part of one employer, they currently still operate independent payroll systems. NZNO recommends that you contact any district you previously worked at to ensure you receive your payment.

## Do I have to be a union member to get the payments?

The NZNO and PSA pay equity claims cover all workers in the roles and apply regardless of union membership.

## I am a casual. Am I eligible for payment and if yes, how is this calculated?

You will be entitled to the increased rates for your role and will be entitled to the back pay on those rates from 7 March 2022.

The lump sum payment of \$10,000 to each employee less the \$7,000 advance payment already made to NZNO and PSA members is calculated pro-rata by FTE, and by service for those employed by the employer for less than 26 months prior to 7 March 2022. Because it is calculated by FTE casual employees will not receive this payment.