



# Proposed Pay Equity Settlement – September 2023



## NZNO/DHB PAY EQUITY

Equal pay for work of equal worth



# Background

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## NZNO Midwifery claim

- Lodged in 2017, accepted by DHBs in 2018 as part of the NZNO/DHB MECA settlement.
- Undervaluation explored and established with comparators assessed and roles scored.
- Having agreed that the work was undervalued based on sex, negotiations to settle the matter began.
- A lump sum payment of \$6,000 was made in late 2021 followed by an additional \$1000 in November 2021.
- At the end of June 2023 as part of an interim pay equity settlement lump sums were topped up to \$10,000 and interim rates were agreed and are being implemented across the districts – this was an advance on any final pay equity settlement.

## The proposed settlement

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- Another lump sum in recognition of past work \$15,000 (on top of any lump sum already received) to any individual employed during the period 1st January 2020 to 3rd April 2023
- Further increases to salaries to address undervaluation
- Backdating to 4 April 2022.
- Ex-employees included but will need to lodge a completed application.
- Settlement of all matters.
- Review processes at least every 3 years starting in just over 6 months.

## Potential comparators

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- Dental Officers
- Detectives
- Detective Sergeants
- Detective Senior Sergeants
- Scientists, Scion
- Veterinary Technical Supervisors
- Travelling Technical Supervisors
- Senior Management Accountants
- Forestry Technicians
- Transport Engineers

The parties jointly assessed the work to which the settlement relates and the work of potential comparators using the Equitable Job Evaluation (EJE) tool as the guide.

# The settlement – Core Midwives

Registered Midwives	5/08/2019	MECA Adjustment 6/09/21	Pay Equity Adjustment 6/9/21	Interim Rates from 4 April 2022	Final Pay Equity rates - 4 April 2022
Step 7	\$ 77,386.00	\$ 79,186.00	\$ 83,186.00	\$ 96,519.00	\$ 100,862.00
Step 6	\$ 75,132.00	\$ 76,932.00	\$ 80,932.00	\$ 93,740.00	\$ 97,958.00
Step 5	\$ 72,945.00	\$ 74,745.00	\$ 78,745.00	\$ 90,980.00	\$ 95,074.00
Step 4	\$ 65,652.00	\$ 67,452.00	\$ 71,452.00	\$ 81,884.00	\$ 85,568.00
Step 3	\$ 62,138.00	\$ 63,938.00	\$ 67,938.00	\$ 77,501.00	\$ 80,988.00
Step 2	\$ 58,491.00	\$ 60,291.00	\$ 64,291.00	\$ 72,952.00	\$ 76,235.00
Step 1	\$ 54,034.00	\$ 55,834.00	\$ 59,834.00	N/A	N/A

Registered Midwives	Overall \$ pay equity increase	Overall pay equity % increase	1/4/2023 rates incl pay equity (\$4,000 wage rise)
Step 7	\$ 21,676.00	21.49%	\$ 104,862.00
Step 6	\$ 21,026.00	21.46%	\$ 101,958.00
Step 5	\$ 20,329.00	21.38%	\$ 99,074.00
Step 4	\$ 18,116.00	21.17%	\$ 89,568.00
Step 3	\$ 17,050.00	21.05%	\$ 84,988.00
Step 2	\$ 15,944.00	20.91%	\$ 80,235.00
Step 1	N/A	N/A	N/A

# The settlement – Community Midwives

Community Midwives	\$	5/8/2019	MECA Adjustment 6/09/21	Pay Equity Adjustment 6/09/21	Interim Rates from 4 April 2022	Final Pay Equity rates - 4 April 2022
Step 8*	\$	82,957.00	\$ 84,757.00	\$ 88,757.00	\$ 103,680.00	\$ 108,345.00
Step 7*	\$	78,993.00	\$ 80,793.00	\$ 84,793.00	\$ 98,784.00	\$ 103,229.00
Step 6*	\$	77,443.00	\$ 79,243.00	\$ 83,243.00	\$ 96,371.00	\$ 100,707.00
Step 5	\$	72,945.00	\$ 74,745.00	\$ 78,745.00	\$ 92,180.00	\$ 96,328.00
Step 4	\$	65,652.00	\$ 67,452.00	\$ 71,452.00	\$ 82,963.00	\$ 86,696.00
Step 3	\$	62,138.00	\$ 63,938.00	\$ 67,938.00	\$ 78,523.00	\$ 82,056.00
Step 2	\$	58,491.00	\$ 60,291.00	\$ 64,291.00	\$ 73,914.00	\$ 77,240.00
Step 1	\$	54,034.00	\$ 55,834.00	\$ 59,834.00	N/A	N/A

Community Midwives	Overall \$ pay equity increase	Overall pay equity % increase	1/4/2023 rates incl pay equity (\$4,000 wage rise)
Step 8*	\$ 23,588.00	21.77%	\$ 112,345.00
Step 7*	\$ 22,436.00	21.73%	\$ 107,229.00
Step 6*	\$ 21,464.00	21.31%	\$ 104,707.00
Step 5	\$ 21,583.00	22.41%	\$ 100,328.00
Step 4	\$ 19,244.00	22.20%	\$ 90,696.00
Step 3	\$ 18,118.00	22.08%	\$ 86,056.00
Step 2	\$ 16,949.00	21.94%	\$ 81,240.00
Step 1	N/A	N/A	N/A

## The settlement – Caseload Midwives

Caseload Midwives	5/8/2019	MECA Adjustment 6/09/21	Pay Equity Adjustment 6/09/21	Interim Rates from 4 April 2022	Final Pay Equity rates - 4 April 2022
	\$ 97,579.00	\$ 99,379.00	\$ 103,379.00	\$ 108,636.00	\$ 125,069.00
				\$ 106,809.00	\$ 123,052.00

Caseload Midwives	Overall \$ pay equity increase	Overall pay equity % increase	1/4/2023 rates incl pay equity (\$4,000 wage rise)
	\$ 25,690.00	20.54%	\$ 129,069.00
	\$ 23,673.00	19.24%	\$ 127,052.00

# The settlement – Designated Senior Midwives

Designated Senior Midwife Salary Scales	5/08/2019	MECA Adjustment 6/09/21	Pay Equity Adjustment 6/9/21	Interim Rates from 4 April 2022	Final Pay Equity rates - 4 April 2022
Former Grade 2	79760	81560	85560		
	81322	83122	87122		
	85375	87175	91175		
Grade 3	86887	88687	92687	95575	removed
	90230	92030	96030	100291	106810
	96378	98178	102178	107124	114087
Grade 4	91899	93699	97699	102146	108785
	95241	97041	101041	105860	112741
	101541	103341	107341	112863	120199
Grade 5	96910	98710	102710	107716	114718
	100256	102056	106056	111435	118678
	106703	108503	112503	118600	126309

Designated Senior Midwife Salary Scales	Overall \$ pay equity increase	Overall pay equity % increase	1/4/2023 rates incl pay equity (\$5,000 wage rise)
Former Grade 2			
Grade 3	18123	16.97%	
	14780	13.84%	111810
	15909	13.94%	119087
Grade 4	15086	13.87%	113785
	15700	13.93%	117741
	16858	14.03%	125199
Grade 5	16008	13.95%	119718
	16622	14.01%	123678
	17806	14.10%	131309

# The settlement – Designated Senior Midwives

Designated Senior Midwife Salary Scales	5/08/2019	MECA Adjustment 6/09/21	Pay Equity Adjustment 6/9/21	Interim Rates from 4 April 2022	Final Pay Equity rates - 4 April 2022
Grade 6	100256	102056	106056	112372	119676
	103596	105396	109396	115148	122633
	110146	111946	115946	122428	130386
Grade 7	103596	105396	109396	116001	123541
	106938	108738	112738	119862	127653
	112389	114189	118189	124921	133041
Grade 8	109116	110916	114916	120028	127830
	115026	116826	120826	126529	134753
	120938	122738	126738	133032	141679
	130653	132453	136453	143718	153060

Designated Senior Midwife Salary Scales	Overall \$ pay equity increase	Overall pay equity % increase	1/4/2023 rates incl pay equity (\$5,000 wage rise)
Grade 6	17620	14.72%	124676
	17237	14.06%	127633
	18440	14.14%	135386
Grade 7	18145	14.69%	128541
	18915	14.82%	132653
	18852	14.17%	138041
Grade 8	16914	13.23%	132830
	17927	13.30%	139753
	18941	13.37%	146679
	20607	13.46%	158060

## Review process

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- The parties have agreed a process for reviewing remuneration to ensure that pay equity is maintained.
- The first review will commence by the 30th April 2024 (in just over 6 months' time) and will occur with each round of collective bargaining but no less than every 3 years.
- Information on comparators can be used in the review process.
- Reviews will apply to all employees in roles covered by this pay equity claim settlement.

## Next steps if accepted

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- Workers covered by the settlement vote in a ratification process by the 6th of October.
- The new pay equity rates of pay, lump sum and back pay payments referred to in this Agreement will be implemented as follows:
- The amended pay rates will be implemented within six weeks of the settlement date.
- The lump sum and back pay will be paid within four months of the settlement date.
- Commence the first review of the Pay Equity settlement to ensure pay equity is maintained by the 30th April 2024.