



# Support Worker Pay Equity

The need for a mandate

# Relevant History

- **2016 – Disability Support Workers’ pay equity claim**
- **May 2017 – Pay Equity Settlement Agreement signed**
- **July 2017 – Care and Support Workers (Pay Equity) Settlement Act 2017**
- **Since 2017, promised service funding increases have failed to materialise**
- **2019 – Equal Pay Act amended**
- **June 2022 the Act expires**
- **Fear that workers will have pay equity gains reversed**

# What's happening now?

- Employers have been trying to progress matters with the MoH over the past year
- Employers engaged directly with the unions (PSA, E Tu, NZNO)
- Union proposal
- Employers' response
- MoH begin to engage
- Unions write to individual employers seeking meetings with staff

# Union Proposal

- **Initiate new pay equity claim**
- **Expand the scope of who is covered (include those under individualised arrangements)**
- **Extend the term of the Settlement and Act 3 years**
- **Pay rate increase**

# Employers' response

- **Increase pay rates by increasing service funding rates under contract**

# Issues

- **While employers struggle to gain access to MoH or Minister, unions have been engaging for over 12 months**
- **Committed to a tripartite agreement**
- **Not clear what the proposal is**
- **Compressed timeframe**
- **Any financial settlement MUST be fully-funded**
- **Issue of relativities unresolved**
- **Longer-term relationship, esp with unions**

# The need for a mandate

- **Employers were shut out of the last negotiation**
- **Mandate demonstrates the collective view of employers**
- **Has to be in writing**
- **Short timeframe**

# Moving forward

- **Employers' peak bodies have grouped together (NZDSN, Platform, HCHA, Aged Care)**
- **Employers' Negotiation Teams consist of 3 reps from each peak body, plus specialist advisors**
- **NZDSN setting up our own Advisory Group, to advise the Negotiation Team**
- **Compressed timeframe, starts 28<sup>th</sup> with 4 to 6 meetings**



# Questions



# What do Providers need to do now?

- **If you broadly agree with the approach being taken, sign and return the mandate form NOW!**



[www.nzdsn.org.nz](http://www.nzdsn.org.nz) | 04 473 4678