



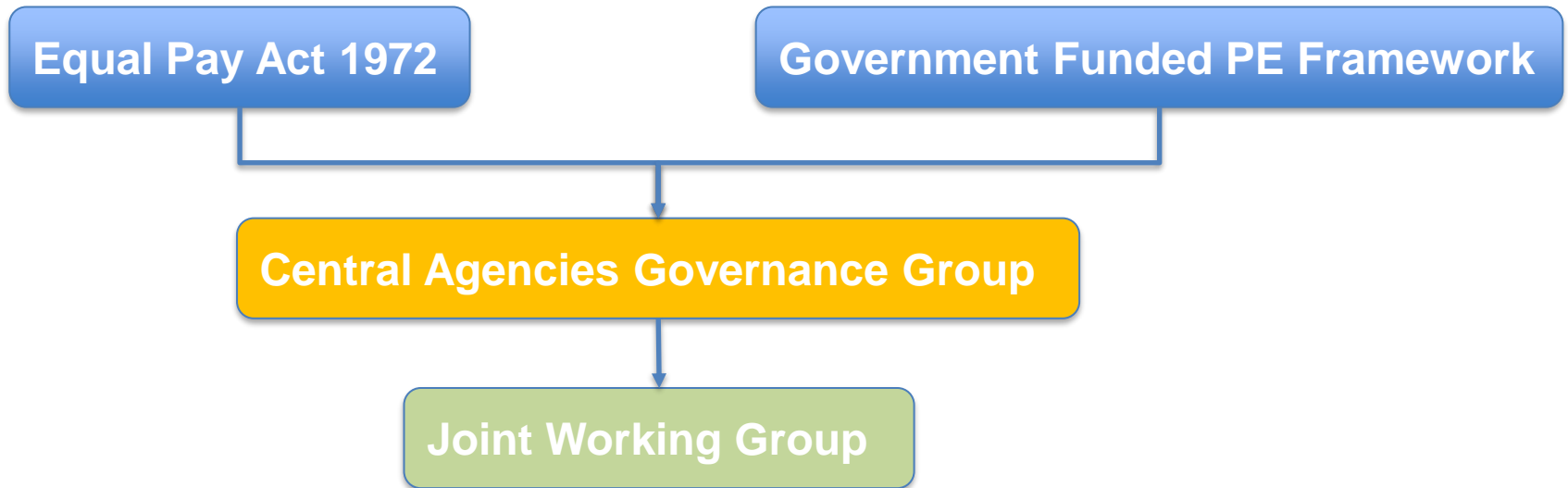
Pay Equity update

Claim received, what next?

Pay Equity Claims

- Care and Support Workers, three unions working together: PSA, E Tu and NZNO (with NZCTU oversight), filed against 15 employers across the four sectors (disability, home and community health, mental health and addiction, aged-related residential care) on 1 July 2022
- Front-Line Managers and Co-ordinators, by the same unions and across the same four sectors, filed on 15th September 2022
- Care and Support workers, four unions plus, filed against 167 employers across the four sectors, on 20th November 2023

Pay Equity Structure



CAGG – PSC, Treasury, DPMC + funding agencies

JWG – Peak Bodies, Employers not otherwise represented, Unions

Where are the two existing claims up to?

- Care and Support Workers
 - Completed 5 milestone steps out of 6
 - Te Whatu Ora (Lead Funding Agency) failed to obtain Cabinet approval for the drawdown budget, have now initiated an independent review, delaying further progress of the claim until after Christmas
- Front-Line Managers and Co-ordinators
 - Little engagement from unions or government has frustrated progress
 - Employers have progressed as much as they can and are yet to receive recognition for the completion of Milestones 1 or 2

Why have you received this second claim?

- The first CSW claim is “representative”, meaning that once settled we can engage with government to extend the settlement across the rest of the sector
- The unions and employers are concerned this may not happen or be significantly delayed
- To overcome that concern, the unions have initiated the second claim with every other employer they know to have a union support worker

Decisions to take – named employers

Acknowledging the claim

- Within 5 working days of receipt, an e-mail to the union who sent you the claim (5pm today!)
- For a claim to be valid:
 - You must have at least one union member
 - The claim details should be correctly addressed, named
- You can send the acknowledgement, or we can for you

Decisions to take – named employers

How represented?

- Employers can represent themselves, or
- Employers can nominate their peak body to represent them, or
- Employers can nominate their peak body to represent, but keep them informed and involved at decision points (this “hybrid” approach was the most preferred by the 15 employers under the first CSW claim)

Decisions to take – named employers

- MEPEPA
- Arguability (within 45 days of receipt of the claim)
- PEBPA
- MoU with CAGG
- Notice from employers to other affected employees within 20 working days)

To consolidate the claims or not? Any individual employer or union can request this under the Act

Questions?





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