



Midwives wanted for pay equity interviews

23 August 2019

DHBs participating in the pay equity interviews will, on Monday, 26 August, be emailing out links to an on-line expressions of interest (EOI) form for midwives to indicate an interest in being interviewed.

The EOI forms need to be completed and returned by **9 September**. MERAS members who meet the criteria are strongly encouraged to complete the form. You need to be:

- A member of MERAS (and/or NZNO)
- Working as a midwife and not in a blended role as a nurse and midwife
- Working at least 0.6FTE (24 hours per week)
- Be trained in NZ or you have worked in NZ for at least 3 years

There is no cap on the length of experience, but you will need to have had at least one year's experience. And you must hold an Annual Practicing Certificate without conditions.

The interviews will be for an hour and a half. You will be released for the interviews if you are rostered on duty that day.

Interviews will take place at Northland, Waitemata, Auckland, Counties-Manukau, Tairāwhiti, Capital and Coast, Nelson-Marlborough and Canterbury DHBs by mid-September.

A sample of DHB-employed community midwives, core midwives, Maori and Pasifika core midwives, Associate Charge Midwives/Midwife Co-ordinators, and Charge Midwives/Charge Midwife Managers will be interviewed.

A panel to include a MERAS representative in each of the participating DHBs will select interviewees from expressions of interest received from midwives who met the agreed criteria in the above roles.

Information from the midwives' interviews will be compared with information from interviews held with the appropriate comparator groups using the same tools and techniques.

The idea is to compare midwifery with similar male-dominated or historically male-dominated occupations to establish pay differentials attributable to gender inequity.



Leadership change: Kelly McConville stepped down as MERAS National Representatives Council (NRC) Chair at the MERAS AGM on 15 August and was awarded Life Membership. Karen Ferraccioli was elected as the new NRC chair, and Michelle Archer as the new NRC deputy chair replacing Victoria Christian who stepped down as deputy chair having moved to ADHB. Left to right: Victoria, Karen, Michelle and Kelly.

Midwifery Accord progressing

Caroline Conroy took the opportunity at a meeting of the Midwifery Accord on Monday to input ideas from a session at the NRC meeting held the previous week.

These ideas include ways to better support student midwives, new graduate midwives and improve retention of existing DHB-employed midwives. Ideas were also considered on ways to attract back and support the re-employment of midwives who have left the profession.

Holidays Act breaches to be addressed

Health sector unions have signed a Memorandum of Understanding with the 20 DHBs and the Labour Inspectorate detailing a process to identify and address breaches of the Holidays Act. The breaches include incorrect calculation of annual leave, public holidays, sick leave and bereavement leave payments and entitlement.

By April 2020, DHBs are to have fixed any breaches identified in a review of their payroll systems, and to have calculated arrears for all current and past employees going back to 1 May 2010.

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