

pay parity The same pay for the same job across different employers/workplaces

pay relativity the relationship between pay rates for various roles/work

Gap between the average earnings of women compared with men
gender pay gap

Same pay for the same job (no differential based on gender) **equal pay**

pay equity The same pay for work of equal value

The same rights and opportunities **gender equality**

Pay and employment equity Pay, conditions, experiences in the workplace and access to jobs at all levels are not affected by gender



February 2020

Midwifery roles summarised from pay equity interviews

Midwifery roles that include DHB-employed community and core midwives, ACMs and CMs, and those working in specialty areas, have been described in line with the 12-factor gender neutral evaluation tool used in the pay equity interviews completed in eight DHBs in November last year.

The interview data has been collated into summary profiles by groups of Masters students and these profiles are now being validated by midwives who understand the role they are verifying, but are not currently performing the role. They will identify any data they believe is missing and may provide additional information. This work will be completed by 14 February.

Next step to identify comparator roles

Potential comparators in male-dominated or historically male-dominated occupations have been identified from ANZSCO skills levels. These skill levels are used to define the range and complexity of tasks performed in a particular occupation. Midwives are in the highest skill level.

We have looked for comparators in occupations that are of a reasonable size, and where we can access information about their remuneration. They need to have similar skills and qualifications, including entry requirements and number of years to be fully qualified.

Those in the comparator groups and their employers need to agree to participate in interviews and sharing of information. This has proven to be more difficult than anticipated in previous pay equity processes and is therefore being handled one-to-one at a high level.

Once we have completed comparator interviews, and collated these into summary profiles, our

union and DHB teams will complete work assessment of claimant and comparator roles at the same time.

At each step of the process we have been careful to avoid the perception of bias and role-holder advocacy. We are working with the DHBs team to come up with a robust assessment process that will mitigate the risk of a challenge. This will be discussed at the next Pay Equity Oversight Group meeting on 25 February.

The final phase in the process is to negotiate and conclude the settlement of the claim. At this stage we will consider the evidence we have gathered to determine whether there is undervaluation of midwives, and whether this was due to gender discrimination. If so, new rates of pay will be negotiated and backdated to 31 December 2019.

Pay Equity Governance Group established

Last October the Government established a State Sector Pay Equity Governance Group that will oversee the pay equity processes in Health, Education and the Public Service.

The pay equity settlements that are being negotiated will be funded by the Government out of separately allocated money and so Ministers need to have confidence in the outcomes.

Doug Martin has been appointed as the Crown Negotiator. He will have what he described as a "light line of sight" over the health sector processes. Doug is well known to health sector unions as he was involved in combined bargaining that resulted in a National Terms of Settlement. He is also well aware of the debate about LMC funding in the Maternity Benefits Tribunal 1992.

Jill Ovens, Co-leader (Industrial)

Caroline Conroy, Co-leader (Midwifery)