

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



April 2022

Pay Equity bargaining set to continue into May

We have had 10 sessions of bargaining for the Midwifery Pay Equity claim so far this year and will be back for another meeting on 29th April.

The DHBs, through the Crown negotiator, have made two offers and the unions have gone back with counter-proposals. With no agreement yet in sight, we are currently looking at further dates in May.

We tried to “change the conversation” with a presentation outlining the historical context that has led to the undervaluing of midwives, including how midwives’ wages have been linked to those of nurses, also an undervalued women-dominated profession.

Our team highlighted the midwifery crisis in the DHBs, and how the number of midwives being trained has fallen behind population growth.

We said that a lift in pay that recognised the value of midwives was needed to attract people into midwifery and to retain midwives already employed by DHBs.

The presentation is on the MERAS website under “Campaigns and Workstreams/Pay Equity”.

MCAs to be included in Midwifery Pay Equity claim

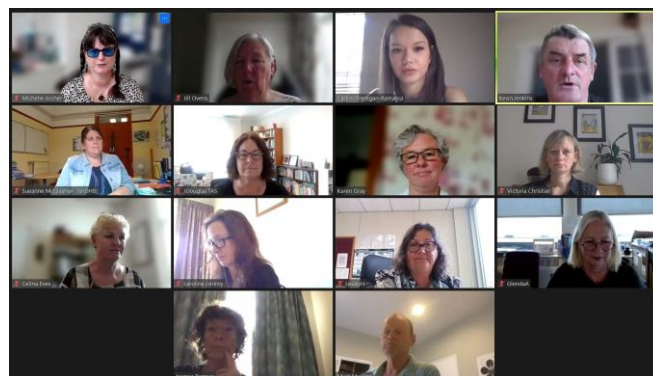
The DHBs have agreed that midwifery students employed as Maternity Care Assistants (MCAs) by DHBs are to be included in the Midwifery Pay Equity process.

MERAS is looking for MCA volunteers to be surveyed as part of the work assessment of their role. An exercise comparing the MCA job description and that of Healthcare Assistants has already been completed.

Please contact Jill Ovens if you are working in a DHB as an MCA and want to be part of this important work.

Nurses Pay Equity settlement under review

Meanwhile, the Nurses Pay Equity settlement is currently on hold pending a decision of NZNO members about whether to go to the Employment Relations Authority. This follows disappointment by some NZNO members over the backpay that had been agreed.



Bargaining in the age of Covid: Your MERAS reps are Michelle Archer and Jill Ovens (top left), Karen Gray and Victoria Christian (2nd row right), and Caroline Conroy (2nd left on 3rd row). There are 3 NZNO reps, 3 DHB reps, 1 MoH rep, a facilitator, and the Crown negotiator (speaking on top right).

The NZNO and PSA settled with the DHBs in principle on 22 December 2021, and this agreement went through five layers of bureaucracy to get sign off (detailed in the MERAS January Pay Equity Update).

NZNO had agreement that the pay equity would be backdated to 31 December 2019. Backpay was to be offset by \$7000 in lump sums paid in advance of the pay equity process. The new rates include \$4000 already being paid as part of the NZNO and PSA Nurses MECAs.

The \$3000 lump sum in lieu of backpay came off a total of \$10,000 agreed by NZNO and PSA for all those covered by the Nurses Pay Equity settlement.

MERAS also has agreement that the pay equity is to be backdated to 31 December 2019. MERAS members’ backpay will be offset by the \$6000 pro-rated lump sum already paid as an advance on the pay equity process as part of the MERAS DHBs MECA settlement.

The \$1000 pro-rated lump sum that MERAS midwives received as an outcome of mediation MERAS took over delays by the DHBs in starting pay equity bargaining will also be offset against the backpay.

We are not discussing the backpay in the Midwifery Pay Equity bargaining yet as we are still discussing the calculations used to assess the undervaluation and which comparators to use. There are also anomalies in the DHBs’ offers with the pay rates of some of the midwifery roles that we are trying to address.

Jill Ovens, Co-leader (Industrial)

Caroline Conroy Co-leader (Midwifery)