

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



Midwifery Employee
Representation & Advisory Services

May 2022

Talking pay equity with MPs

MERAS workplace reps are booking appointments with local MPs to let them know what is happening with our pay equity claim. Your reps want you to go along with them to create a groundswell that will result in more money being put in the pot by the Government.

We are arguing that midwives are undervalued because you are mostly women and you care for women. MERAS is pleased the Government is looking at a women's health strategy because women's health has not been prioritised. Our nation's maternity service will be an important part of that strategy and midwives are key to that success. But midwifery is at risk.

We will tell MPs how MERAS has been engaging with the DHBs since 2018 to address the undervaluation of midwives in your pay. All we want is a process that is fair and reflects the principles of pay equity.

It is not a pay equity process if the closest comparators are rejected because they earn too much. The whole point is that professions historically dominated by men earn more than those dominated by women and the pay equity process is all about closing the gap.

Nurses Pay Equity settlement heads to the Authority

As reported last month, NZNO members were disappointed with the backpay offer in the proposed Nurses Pay Equity settlement. This issue affects MERAS members as well because we have the same provision requiring backpay to be individually calculated back to 31 December 2019.

Nurses voted to challenge the backpay by getting their union to take it to the Employment Relations Authority.

The Employment Relations Authority is also to review the senior nurses situation. Senior nurses were offered a lower percentage pay increase than RNs because of the way the DHBs have calculated the undervaluation with respect to the male comparators. This also affects senior midwives.

MERAS is talking to our lawyer about both these issues and also the refusal of the DHBs to include some of the comparators.

*Had enough!
Don't despair;
get active!
Be part of a
delegation to
meet your
local MP.
Contact your
workplace rep
today!*

*Right: Wonder
Woman Shona
Tames, clinical
coach and
workplace rep,
during last
year's MECA
strike action.*



MCAs to be interviewed for Pay Equity claim

We had a great response from midwifery students employed as Maternity Care Assistants by DHBs who are keen to be part of the Midwifery Pay Equity process.

The surveys have gone out and about half have responded. These are now being summarised. Currently MCA pay is linked in the MERAS MECA to that of healthcare assistants who looking at a big pay rise as part of the Nurses pay equity settlement.

Admin and Clerical workers win pay equity

After four years of negotiations, 10,000 DHB-employed admin and clerical workers endorsed the first pay equity settlement in the health sector.

The new pay system, negotiated by the PSA, provides a standard structure for more than 1500 roles across the 20 DHBs that previously had widely variable rates.

Those with most to gain are South Island clerical workers where there had previously been a separate MECA. For example, a ward clerk in the South Island will go from \$48,740 to \$68,340 a year.

Each employee covered in this settlement will also receive a \$2500 pro-rated lump sum. There was no agreement to backdate this pay equity claim as we have.

Jill Ovens, Co-leader (Industrial)

Caroline Conroy Co-leader (Midwifery)