

**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



**June 2022**

## MPs respond to midwives

Local MPs are committing to action after MERAS members have been meeting to let them know what is happening with our Midwifery Pay Equity claim.

At the meeting last week with MP Tamati Coffey in Rotorua, Sarah Pike and Katinka Huender shared their stories about why they still work in midwifery and how sad they feel about the crumbling service – the worst they've ever seen.

“It's not sustainable and something has to give!” Sarah told him. The MP promised to feed back to his colleagues and asked to be kept in touch.

Nelson MP Rachel Boyack committed to speaking to Health Minister Andrew Little and getting back by next week after seven Nelson-Marlborough midwives met with her by Zoom.

Banks Peninsula MP Tracey McLellan told reps Helen Beconsall and Ginny Woodyard that midwives are high on the agenda list for her weekly meetings with Andrew Little.

Christchurch midwives have also met with Ilam MP Sarah Pallett, a midwife who leads the Labour Women's Caucus. Upper Harbour MP Vanushi Walters, a former human rights lawyer, asked for specific information on the amount needed to achieve pay equity.

Rangitata MP Jo Luxton had done some preparation for her meeting with Timaru midwives and will take the message of “more \$\$ in the pot and attracting/retaining more staff” to her fellow MPs.

Whangarei MP Emily Henderson told workplace rep Iona Cameron-Smith that she will take the pay equity issue to next week's Health and Social Committee meeting. She has also been working on the funding for perineal birth trauma, an issue promoted by Greens MP Jan Logie.

Grace Hamilton-Murray and Claire Johns met with Auckland Central MP Chloe Swarbrick. As it happened, Green MP Jan Logie was there as well.

Jan has undertaken to talk to other Labour and Greens women MPs to set up a Zoom link with MERAS and NZNO pay equity advocates to see what they can do collectively to progress the pay equity bargaining for midwives.



*Chief Whip Kieran McNulty hardly got a word in, Wairarapa midwives had so much to say! He promised to speak to MPs when they returned from recess today. MERAS rep Fiona Girdwood said the delegation left him knowing that “it is our passion that keeps us going, we are being completely undervalued as a workforce and a profession, and without action from Government regarding pay equity and supporting students, our crisis will get much worse.”*

## Mediation set down for Nurses Pay Equity settlement

MERAS is keeping a close eye on the NZNO mediation next Monday, 13 June, as we share the same provision in our MoU signed in September last year requiring individual calculations of the pay equity backpay.

The NZNO legal action includes a review of the Senior Nurses pay equity settlement and the process that was agreed for reviewing the pay equity rates.

In the meantime, MERAS and NZNO have put forward proposals to restructure the Senior Midwives pay scale, removing the current overlaps between Grades and aligning it with the Midwifery Career Pathway that MERAS developed with the Midwifery Leaders, an outcome of the Midwifery Accord.

We are also pre-empting the issue behind the review of the new pay equity rates by pushing for an up-to-date analysis of salary movement with the male comparators.

The next sessions of bargaining are Tuesday, 14 June, and Thursday, 23 June.

**Jill Ovens, Co-leader (Industrial)**

**Caroline Conroy Co-leader (Midwifery)**