



Interim Te Whatu Ora pay equity settlement summary.

Background

As you will be aware MERAS and NZNO has been involved in an extensive process to determine and then negotiate wages to correct the historic gender-based undervaluation of midwifery work since raising the pay equity claim in 2018 and 2017.

As part of that process the work undertaken by Te Whatu Ora midwives and maternity care assistants have been assessed against comparators where the work is predominantly done by men and undervaluation has been established.

During the negotiation following those assessments the parties have been unable to reach agreement on several factors which MERAS is taking to the employment relations authority for a determination. Due to the urgent need to start to address the undervaluation of midwifery work the parties have agreed on an interim pay equity settlement while the legal process and full pay equity negotiation continues.

The Interim Settlement

- New interim payrates lift base pay rates between \$3000 and \$12,000 per year for a full-time employee (Interim rates below).
- The new interim rates will apply from the 4th of April 2022 and will be back dated on all hours worked.
- A lump Sum payment of \$10,000 pro-rated, less any lump sum payment already received in 2021 and 2022 in relation to the pay equity claim. The pro-rating of the lump sum payment is based on service and the greater of hours contracted or worked excluding overtime (above 80 hours per fortnight) and call backs.

New interim rates

Registered (Core) Midwives:

	Current rates	Interim rates
Step 7	84,153	96,519
Step 6	81,827	93,740
Step 5	79,657	90,980
Step 4	72,273	81,884
Step 3	68,715	77,501
Step 2	65,022	72,952
Step 1	N/A	N/A

Community Midwives:

	Current rates	Interim rates
Step 8*	89,794	103,680
Step 7*	85,780	98,784
Step 6*	84,211	96,371
Step 5	79,657	92,180
Step 4	72,273	82,963
Step 3	68,715	78,523
Step 2	65,022	73,914
Step 1	N/A	N/A

Maternity Care Assistants:

	Current rates	Interim rates
Step 5	53,803	61540
Step 4	52,405	59748
Step 3	51,579	58689
Step 2	48,710	55011
Step 1	46,182	51770

Caseload Midwives:

	Current rates	Interim rates
Step 2	104,599	108,636
Step 1	102,799	106,809

Senior Midwives:

	Current rates	Interim rates
Grade 2	86,557	96,575
-	88,139	<i>Employees on Grade 2 will move to Grade 3, step 1 from 1 April 2022.</i>
-	92,242	
Grade 3	93,773	
	97,158	100,291
	103,383	107,124
Grade 4	98,848	102,146
	102,232	105,860
	108,610	112,863
Grade 5	103,921	107,716
	107,309	111,435
	113,837	118,600
Grade 6	107,309	112,372
	110,691	115,148
	117,323	122,428
Grade 7	110,691	116,001
	114,075	119,862
	119,594	124,921
Grade 8	116,280	120,028
	122,264	126,529
	128,250	133,032
	138,086	143,718

Next steps

1. Midwives and maternity care assistants covered by the Pay Equity claim vote on the proposed MoU by 7 July.
2. MERAS and NZNO members covered by the claim vote to vary their collective agreements to include the new interim rates from 4 April 2022 by 7 July.
3. If point 1 and 2 are accepted by workers, Te Whatu Ora pay the increases, back pay and lump sums as soon as practicable (likely to take around 3 months).
4. MERAS continues to bargain with Te Whatu Ora to renew the collective agreement (SECA) where members have claimed a cost-of-living increase on top of the interim pay equity rates.
5. MERAS remains open to reaching a full settlement on the Pay Equity claim while waiting for the employment relations authority hearings on the disputed points.