

Pay Equity Update

October 2024



Latest developments with the social service workers pay equity claim

We'd like to update you on the latest developments with the social service workers pay equity claim.

We are currently moving into the next phase of work for the Social Services Pay Equity claim. This involves the collection and analysis of information about the pay and conditions of social services workers for the work that they do, in comparison to others (comparators).

It is important to note that the Government has made significant changes to the pay equity system and we will be working through a different form of engagement with the government agencies that fund your services. There is some uncertainty in the funding agencies about the overall process and a number of risks and unknowns to be managed. The employers in the claim remain committed to making progress and especially to seeking a settlement that extends to the whole sector at the same time.

There are two parts to this process, and we will be consulting with the PSA as we undertake the work.

The first involves work assessment. This involves getting an understanding of the skills, responsibilities, conditions and effort required to do a job. We have identified seven broad job groups: front-line service delivery workers, front-line team leaders and coordinators, specialist service delivery workers, managers, assets and facilities support, service delivery support, clerical and administrative support and specialist business support.

For each of these job groups we plan to develop generic job profiles for clusters of roles within the group. These job profiles will describe "typical" duties and responsibilities required, including the skills and experience required, the conditions of work, the degree of effort required to do the work and any other relevant job features. The analysis will also identify differences that might occur within the sector - for example, where these might be different in large and small organisations.

This analysis will then be repeated for comparators. The aim is to identify jobs that are similar to social services ones in terms of skills, responsibilities, effort and conditions, but where people are employed in other industry sectors.

The second part of the process involves looking at whether pay and conditions for jobs with similar requirements for skills, responsibilities, conditions and effort are similar as well, or whether social services jobs are paid less because the industry employs a high proportion of women. The analysis that is conducted will then be provided to the employer and union parties to the pay equity claim, as evidence for them to take into bargaining.

The work that needs to be done is quite extensive and time consuming. It will probably take about 6 months to work through it all. During this time we will regularly be keeping in touch with the PSA and with Te Pai Ora members and the wider sector in order to keep you up to date with where things are at.

If you have any questions or comments, please contact Brenda Pilott, Te Pai Ora pay equity co-ordinator at brenda.pilott@outlook.co.nz

