

Next Steps for Social Service Workers Claim

December 2023



We recently submitted a report from eight representative providers and the PSA to Oranga Tamariki that argues that the case for a pay equity claim for social service workers has merit and should be investigated. Oranga Tamariki leads the Oversight Group of major government funders.

The report is a significant step that will test how the Oversight Group sees the claim. It is also the point at which we will find out whether the new Government will give its agreement, at least in principle, to fund a pay equity settlement. We'll know more next year.

In the meantime, work continues in the belief Government will see the benefits of fair pay in strengthening the quality and availability of social services.

Planning

The social service workers pay equity claim is particularly challenging due to the range of roles and occupations represented. The next month or two will be heavily focused on planning a way to organise them into a coherent claim that can present an accurate portrait of the skills, knowledge experience and attributes required for each. We will also be working with the PSA on a plan for how the work within these job families will be assessed.

Job families

This is the first step in organising how the claim will be assessed. To make it more manageable, work is well underway on grouping occupations into job families with shared commonalities.

Thank you to the managers who agreed to test the validity of the job families. They provided valuable expertise to a recent workshop on the scope and structure of the claim. There will be further testing on the validity of the job families. The PSA is to undertake a similar exercise through their membership.

A report on the agreed scope and structure of the pay equity claim will go to Oranga Tamariki in the new year for feedback and endorsement.

Understanding roles

Once we have the go-ahead from the Oversight Group and in-principle funding has been agreed, we will start the process of building a good understanding of each of the occupations contributing to the provision of social services.

Our eight representative providers and the PSA will agree the roles that present a good cross-section of the claim. We will then invite people from across the range of jobs to explain the demands of each and the skills, experience, training and attributes required. This will be a vital foundation for the extensive research and analysis that will be necessary to support the claim.

