

Pay Spine and Pay Bands

This fact sheet provides information about the October 2022 pay equity settlement for people in social work roles at Barnardos, Christchurch Methodist Mission, Ngāpuhi Iwi Social Services, Stand Tū Māia and Wellington Sexual Abuse Help. It covers the pay spine and pay bands agreed in the settlement.

Overview

The pay equity settlement introduced a new pay structure with a 15-step scale. A single pay 'spine' covers all roles within the scope of the settlement, with pay bands reflecting the categories of work identified through the work assessment process that was carried out during the pre-bargaining phase of the pay equity claim.

The pay scale is aligned to pay rates for social workers at Oranga Tamariki, as the comparator organisation. The overall intent is pay equity and pay parity with similar roles at Oranga Tamariki. In line with the Oranga Tamariki approach, progression through the pay bands is on the basis of time in the role.

The pay spine and pay bands

The four bands for roles covered by the pay equity settlement are:

Pay Spine	Bands			
	1	2	3	4
Step 1 \$58,964.33				
Step 2 \$63,500.52				
Step 3 \$68,037.77				
Step 4 \$74,839.35				
Step 5 \$77,107.21				
Step 6 \$81,642.92				
Step 7 \$86,178.64				
Step 8 \$90,713.36				
Step 9 \$95,250.08				
Step 10 \$102,000.00				
Step 11 \$104,321.51				
Step 12 \$108,857.23				
Step 13 \$113,392.95				
Step 14 \$117,928.66				
Step 15 \$122,464.38				

Band 1: Roles requiring registered social workers. Steps 3 - 10

Encompasses roles where employees apply social work skills, knowledge, ethics and values to work with clients. The role holder must be a registered social worker, or on a pathway to registration, or have the relevant qualifications or experience to enable them to become registered. Step 3 is a supported practice step.

Band 2: Roles that are same/substantially similar to registered social workers. Steps 3 - 10

Encompasses roles performed by social workers and others where 'social worker' is not the job title but the work performed is comparable to that of a social worker and uses core skills, knowledge, ethics and values shared by social workers and similar professions to work with clients. Step 3 is a supported practice step.

Band 3: Roles that require the use of social work skills. Steps 1 - 5

Encompasses roles where employees use a range of social work skills in day-to-day work that make it substantially similar to social work, but the role is not designated as social work, does not operate within a defined scope of practice or registration requirement, and generally has less autonomy and a higher level of supervision.

Band 4: Leaders of practice roles. Steps 9 - 15

Encompasses roles providing professional and/or team leadership, supervision, coaching, mentoring and advice where the person influences the delivery and practice of social work, professional growth and development, and competency in individuals and the organisation.

Note: The bands differentiate between *roles* and the requirements of roles, rather than *individuals* filling the roles and their qualifications. For example, band 1 is applied to *roles requiring registered social workers* - this includes most people with social worker registration but not all, as some will be performing roles which were assessed as being in other bands or not in the scope of this pay equity settlement (eg a senior manager may be a registered social worker, but day-to-day social work is not their core role and so they are not included in this settlement).