

Pay equity settlement for iwi and community social workers: a summary

This fact sheet summarises 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 includes key elements of the settlement, and an overview of the new pay structure.

Key elements of the settlement

Scope of the settlement	<p>The settlement addresses the PSA claim for the undervaluation of ‘workers performing social work’ employed by the five representative employers. All social workers (within the meaning of the Social Work Registration Act) who are in roles where social work is a requirement are covered by settlement. In addition, the settlement includes a scope definition for other roles that are ‘the same as, or substantially similar’ to social work.</p> <p>Another claim, covering most other social service workers, has been lodged by the PSA to investigate pay equity issues for this wider group. The second claim is progressing.</p>
New pay scale	<p>The settlement introduces 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 different categories of work. The pay scale is aligned to pay rates for social workers at Oranga Tamariki. The pay spine steps and bands are shown in the diagram on the next page.</p>
Criteria for progression on the pay scale	<p>In line with the Oranga Tamariki approach, progression through the pay bands will be on the basis of time and experience in the roles covered by the settlement.</p>
Translation of roles	<p>The settlement included a translation model to provide consistent and transparent principles, criteria and steps for the translation of employees to the new pay bands and spine - based on length of relevant work experience in the role and/or the band.</p>
A process to maintain pay equity in future	<p>The parties have agreed a process to ensure undervaluation does not occur again, involving a review to take place each year in August, or sooner if required. The annual review includes two related processes: reviewing ongoing parity with the comparator (Oranga Tamariki) and any other relevant factors; and engaging with the government to secure the funding required to maintain equity.</p>

The new pay structure

The settlement introduces a new pay structure with a 15-step scale, 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.

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).