



Newsletter #1 for DHB Equal Pay Campaign Site Advocate Team members

What we have achieved so far

Firstly congratulations, we have already reached several of our milestones in our equal pay campaign!

Members meetings to endorse the DHB Equal Pay Admin claim took place in March and April across all the DHBs, they were very well attended by members and our claim was unanimously endorsed by members

311 members put their name down to be **general PSA equal pay advocates** These men and women have now joined a wider PSA group whose role is to be champions of equal pay in big and little ways in their individual workplaces and home.

We have met with the 20 DHBs on the 18th April 2018 and presented them with our claim.

The claim was well received by the DHBs. The key concern they have is the time frame but they did agree to setting meeting dates within this. They have until the 9 June to formally respond to the claim. Early signs from this meeting were that they were positive and have stated that all the DHBs are happy to be represented by Technical Advisory Services (TAS) on this issue so will not be breaking away or refusing to engage in the process.

The 18th April was also Admin Appreciation Day and we got excellent media coverage of the handover of the claim.

We received messages of support from the Doctor's Union – Association of Salaried Medical Staff (ASMS) and the Association of Administration Professionals of New Zealand (AAPNZ) <https://www.facebook.com/aapnz/> This is a voluntary group set up to champion the rights of Administration workers, run by admin for admin. This is the start of reaching out to our allies within the DHBs and to the wider community who have an interest in valuing Admin workers

DHB Admin Equal Pay Advocates

Every DHB now has a team of **DHB Admin Equal Pay Site Advocates** . In their role they will provide information to members about our campaign, give feedback to the National Advocates and Organisers. Recruit members to the PSA and our campaign, promote and educate friends, workmates and whanau about the importance of the Equal Pay Campaign

The DHB Admin Equal Pay Site Advocates Teams are now meeting with their Organisers to elect one or two (depending on size of the DHB) **DHB Equal Pay National Advocates** to represent their team at a national level. The role of these people is to be the convenors of the Site Advocates Team, pass on skills learnt at training on the specifics of the claim, be involved in assessing jobs within the DHB with the help of the site advocates and the Organisers. This is a team of up to 40 people who will all receive training in Wellington on the 28th June.

Electing an Equal Pay Negotiation Team

We now need to elect a smaller group – **an Equal Pay Negotiation Team** - who will be directly involved in the negotiations. Attached is an expression of interest form. The criteria for this role is as follows:

- Needs to already be a trained PSA delegate
- Should either be a DHB Equal Pay National Advocate or willing to take up that role if not already elected into that role
- Able to make the necessary time commitments (at least 2-3 days per month)
- The positions available are as follows:

2 for Auckland/Northland

2 for Midlands

2 for Lower North Island

2 for South Island

This team will be directly involved in the negotiations. The first date for this is the 16th May and training for this group will take place on the 15th May.

If you meet the criteria above and are interested in being on the negotiation team please fill out the expressions of interest document [attached](#)

What next?

While we get our national advocates and negotiation team selected and trained, we also need to keep up the energy and visibility of our equal pay campaign.

Site Advocates please hang up the [A3 poster](#) on meeting notice boards around the hospital and take photos of members signing the poster pledges. Please send any photos in to jo.taylor@psa.org.nz, PSA Equal Pay Campaign Organiser for us to use on face book and our web page and other information material

More DHB Admin specific merchandise will be with you soon – this includes phone wallets, pens with info on the campaign, netball thunder sticks, lanyards, Worth 100% stickers, email signatures with our campaign logo

Remember if no one knows there is a problem it won't need to be fixed