



ALLIED, PUBLIC HEALTH, SCIENTIFIC AND  
TECHNICAL PAY EQUITY

Settlement FAQs

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# SECTION ONE: PAYSCALES

## What changes have been made to the payscales?

### **New senior scale for degree-based designated positions:**

All degree-based designated positions will transfer to a new designated scale. This scale consists of six grades, most of which have three steps. Unless otherwise stated, movement through the three steps in a designated grade is automatic. Movement between grades can only occur through appointment into a new role.

### **Recognition steps for degree-based roles:**

The CASP process and Merit steps have been replaced with a new “Recognition System” and associated steps.

### **Non-degree/technical scale split into two:**

We have established A and B scales for core non-degree/technical professions. Scales based on the assessed value of the roles.

### **New scale for non-degree/technical designated positions:**

All designated positions in non-degree/technical positions will transfer to a new designated scale. This scale consists of four steps. Movement within this scale is based on appointment into a different position.

## Where do I fit into the new scales?

**Degree-based scale:** Any professions that were previously paid on this scale will continue to be. Some Hauora Māori worker roles will also be moved onto this scale. We will shortly be undertaking a process to determine which Hauora Māori roles will be included on this scale.

### **Non-degree/technical scale A:**

- Sterile Sciences Technicians.
- Phlebotomists.
- Pharmacy Assistants and Laboratory Assistants

**Non-degree/technical scale B:** All other non-degree/technical roles and Assistant roles.

**Degree-based advanced & designated positions:** You will be moved into one of the six new Designated grades.

**Non-degree/technical advanced & designated positions:** You will be moved into one of the four Designated pay steps on the non-degree/technical scale.

## Why are there two non-degree/technical scales?

The assessment process clearly identified two distinct clusters of roles in the scoring for the non-degree and technical professions. These clusters had a significant difference in the level of sex-based undervaluation. This led to the decision to establish a split scale for non-degree/technical roles.

## How will I translate to my new pay scale?

Where you currently sit	Where you translate
<b>PSA Degree-based scale, steps 1-10</b>	Equivalent step on the new structure (eg. step 7 to step 7, step 10 to recognition step 2).
<b>Degree-based scale, steps 11+</b> (but not in designated position)	These roles will not translate onto designated scales. The rates will be maintained (still subject to Collective Agreement increases) All these roles will be reviewed to check if they should be designated positions. This will be a joint Union/Te Whatu Ora Process and a Terms of Reference for the Process will be agreed before settlement date
<b>Degree based scale, designated position</b>	You will translate to the new designated position scale as follows: <ul style="list-style-type: none"> <li>• Step 8 moves to DA1</li> <li>• Step 9 moves to DA2</li> <li>• Step 10 moves to DA3</li> <li>• Step 11 moves to DB2</li> <li>• Step 12 moves to DB3</li> <li>• Step 13 moves to DC2</li> <li>• Step 14 moves to DC3</li> <li>• Step 15 moves to DD2</li> <li>• Step 16 moves to DD3</li> <li>• Step 17 moves to DE2</li> <li>• Step 18 moves to DE3</li> <li>• Step 19 moves to DF2</li> <li>• Step 20 moves to DF3</li> </ul>
<b>Non-Degree/Technical:</b> Sterile Sciences Technicians, Phlebotomists, Pharmacy Assistants, Laboratory Assistants	You will move to Technical/Non-degree qualified scale A.
<b>Non-Degree/Technical &amp; other Assistants:</b> Everyone else not in designated positions	You will move to Technical/Non-degree qualified scale B.
<b>Non-Degree/Technical:</b> Designated positions	You will move to Technical/Non-degree Designated salary scales.  The step that you will be on will be based on your career framework.

## SECTION TWO: PAY INCREASES

### How did you arrive at the figures for the new pay rates?

We conducted a comprehensive assessment to understand the value of claimant roles. This showed that claimants fell into three distinct clusters (Degree-based, non-degree A, non-degree B). At the same time, we also conducted an assessment process to determine the value of our comparator roles.

Following this, we ran through a range of calculations and other scenarios using the values for our clusters and the comparator roles. These scenarios gave us a broad range for the level of undervaluation for each of our clusters.

We then brought these ranges into negotiations with the employer. The bargaining process involved both negotiating to find an agreed pay rate that fell within the range of undervaluation for each cluster.

### Why is the percentage increase lower for non-degree/technical roles?

The application of the \$5700 pay increase in 2022 was applied as a flat rate increase rather than a percentage increase, this increase had more of an impact for lower paid roles in terms of moving those members closer towards the Pay Equity rate. As a result, these scales moved closer to the Pay equity rate and therefore appear as a lower percentage increase .

## SECTION THREE: LUMP SUM PAYMENTS AND BACKPAY

### What are the backpay & lump sum payments?

There are three components to your backpay & lump sums:

#### 1: Backpay for interim pay increase (to 30<sup>th</sup> Nov 2022)

- This offer includes an interim pay increase of \$4000, effective from 30<sup>th</sup> November 2022. You will receive a lump sum payment to reflect the backpay for this increase. This lump sum payment will be pro-rata (eg. reflects your actual hours worked) and will account for any overtime or penal rates. This lump sum payment will be taxed.

#### 2: Backpay to effective date for application of claim (1<sup>st</sup> June 2023)

- We have agreed that the effective date for application of the claim (eg. the date that it takes effect) is June 1<sup>st</sup> 2023. This means you will receive a lump sum representing backpay for your pay increase from June 1<sup>st</sup>. This lump sum payment will be pro-rata (eg. reflects your actual hours worked) and will account for any overtime or penal rates. This lump sum payment will be taxed.

#### 3: Lump sum in recognition of delay.

- This offer includes a one-off lump sum payment of \$10,000. This payment will be pro-rata to your FTE. For example if you work full time, you will receive the full payment. If you work 20 hours a week, you will receive half of the full payment. This payment does not include overtime or penal rates. This lump sum payment will be taxed.

## Will the lump sum payments be taxed?

Yes.

## How much will I receive after tax?

We are not able to calculate how much you will receive after tax.

The amount you will receive will differ depending on your individual circumstances (eg. hours worked, student loan & kiwisaver payments, tax codes, tax rate etc.)

To get an indicative figure for your payments after tax, [you can use this online IRD calculator](#).

## SECTION FOUR: CASP/MERIT

### Has CASP been abolished?

Yes. We have removed the CASP system and replaced it with a new Recognition system. Check below for more information on the new process.

### What's happened to the Merit steps?

Merit steps have been removed from the Designated grades. These grades will have fully automatic progression.

The core scale for degree-based roles now includes two "Recognition" steps instead of Merit steps. These steps can be accessed through the new Recognition system (see below)

### What is the Recognition system and how does it work?

See page 11 of the Agreement in Principle

### What happens if I am currently undertaking a CASP project?

As the foundations of the Recognition system are similar to the CASP system (eg. domain & objective based) but with lower barriers to access, it is our intention that people currently undertaking a CASP project should be able to adapt their work to the new system without too much trouble.

## SECTION FIVE: ASSESSMENT

### Which roles were not undervalued?

Sex-based undervaluation was not established for:

- Sonographers
- Psychologists
- Medical Physicists
- MRI and Nuclear Medicine
- Perfusionists

Therefore, the current salary scales and terms and conditions for these groups have not changed.

## Which comparator roles were used for this claim?

The following male dominated roles were used as comparators:

- Detectives.
- Detective Sergeants.
- Detective Senior Sergeants.
- Travelling Technical Specialists (Veterinary)
- Veterinary Technical Specialists.
- Senior Veterinary Technical Specialists.
- Fisheries Officers.

## Why are the comparator roles very different to my position?

Pay Equity is not about comparing roles that do similar work or have similar qualifications. It is about comparing female dominated roles with male dominated roles that may be different, but that have **equal value**.

Value is about measuring work by all of the skills that go into it - not just things like duties and qualifications. When we compare based on those things, it becomes possible to compare your work to male-dominated professions that may look different, but are of equal or similar value to your role.

Different Pay Equity claims use different tools to measure the value of a role - but it includes things like:

- **Knowledge** (academic and non academic/lived experiences).
- **Problem-solving** (the kinds of problems someone faces in the workplace, what it takes to solve them, and what support they have in doing it)
- **Interpersonal and communication skills** (the skills required to communicate, establish and maintain relationships, the complexity of interactions, and the importance of outcomes).
- **Te Ao Māori skills**
- **Planning and organisational skills** (the nature and complexity of tasks, the level of uncertainty required, the level of autonomy and responsibility).
- **Physical skills** (physical or fine motor skills required on the job, and how hard they are to learn and perform).
- **Responsibility for people leadership** (both 'direct' leadership and leading through influence).
- **Responsibility for information** (gathering, processing, maintaining, developing information - as well as the sensitivity or significance of information managed).
- **Responsibility for physical and financial resources.**
- **Responsibility for organisational outcomes.**
- **Responsibility for services to people** (what services they provide to others, the importance or significance of these services).
- **Emotional effort.**
- **Sensory effort.**
- **Physical effort** (separate to physical skills - the physical intensity of the role and the impact of this on the person).
- **Working conditions** (the nature of the work environment - including pleasantness, hazards, and comfort).



## SECTION SIX: ELIGIBILITY

### How will people on parental leave or ACC be affected?

**New pay rates:** If you are on paid leave, then your payments will increase at the same time as everyone else.

**Lump sum payments/backpay:** These payments will be available once you return to work. When this occurs, you will need to apply to receive the lump sum payments. This is a requirement of New Zealand law, and not a decision made by the unions or employer.

### Will former employees of Te Whatu Ora be included in the settlement?

Yes.

Any person who left employment between 30<sup>th</sup> November 2022-1<sup>st</sup> June 2023 will receive the interim pay increase backpay, pro-rata to the date they left employment.

Any person who left employment between 1<sup>st</sup> June 2023 to the date of settlement will receive the interim pay increase backpay and the lump sum payment, pro-rata to the date they left employment.

Former employees will be able to apply to receive this payment through the Te Whatu Ora website. We do not yet have a timeframe for this to occur.

### Will casual workers be included in the settlement?

Yes. Casual workers will receive the increase in rates, backpay and lump sum payments. Payments will be calculated based on actual hours worked by a casual worker in the 12 months prior to settlement.

### My role isn't included in the list of covered occupations, does that mean I'm excluded?

No. The list of roles included in the offer is indicative only. If your work is similar to any on the list, has an alternative title, or is paid under an Allied Health Collective Agreement, then you are likely to be covered.

## SECTION SEVEN: MAINTAINING PAY EQUITY

### How will we ensure that we don't fall behind again?

The Equal Pay Act requires all settlements to include a "maintenance process" to ensure that gendered pay undervaluation does not come back.

This offer establishes the following process:

- The parties will meet no later than two years after the settlement of the claim to review the Pay Equity rate.
- The parties will determine any adjustment to the Pay Equity rate based on changes in the pay rates for the male-dominated comparator roles. The parties are also able to include any other factors deemed relevant in this process.
- Each subsequent review must occur no later than three years after the close of the previous review.

## SECTION EIGHT: NEXT STEPS

### When will voting begin?

Voting on this offer will open at 12pm on Wednesday 4<sup>th</sup> October, and close at 4pm on 12<sup>th</sup> October. Voting will take place via digital ballot. Your ballot will be emailed to you on the 4<sup>th</sup> of October. You will be advised of the outcome of the vote on the 13<sup>th</sup> of October.

### Help, I haven't received a ballot!

If you have not received a ballot by the 5<sup>th</sup> of October, please email:

**PSA members & non-union members:** [AlliedPayEquity@psa.org.nz](mailto:AlliedPayEquity@psa.org.nz).

**APEX members:** [PayEquity@apex.org.nz](mailto:PayEquity@apex.org.nz)

### How long will it take for payments to go through?

Te Whatu Ora has advised us in good faith that it is unable to provide a concrete timeline for the implementation of the claim. This is due to unprecedented demand on the payroll system, due to the ongoing implementation of, among other things, three other Pay Equity settlements, multiple other collective bargaining settlements, and the Holidays Act payments.

Te Whatu Ora has committed to implementing this settlement as soon as possible. This may include splitting the settlement up into different payments (eg. lump sum, backpay, implementation of rates paid in different parts).

We know that this is a priority issue for you. We will be working closely with Te Whatu Ora on the implementation of this settlement and will be regularly in touch with you to advise on progress.

## **Review of designated positions**

There will be a joint review of designated roles and the advanced pay scale as an outcome of collective bargaining. This is to ensure employees are placed appropriately and the scale and have parity with roles of equal value on the senior Nurse Scale.

## **Review of career frameworks**

There are currently multiple Career Frameworks at various stages of implementation. Whilst these will continue to roll out initially work will be started to bring them together into a national framework.

## **SECTION NINE: OTHER**

### **How does this offer compare to other Pay Equity settlements in the health sector?**

This settlement was negotiated based on the intrinsic value of Allied, Public Health, Scientific and Technical work, compared against male dominated comparator positions. It did not include any formal comparison with other health professions.

### **Why is the bargaining team recommending this offer?**

We are confident that the new pay rates resolve historic gendered undervaluation of the Allied, Public Health, Scientific and Technical workforces, based on the evidence of undervaluation demonstrated by the assessment process.

### **What happens if we reject the offer?**

If the offer is rejected, we would go back into negotiations. Our assessment is that is unlikely that this would result in a better offer than the one currently on the table.

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