



Kia ora koutou support workers

### Thank you!

We'd like to start this update by thanking the thousands of workers who attended meetings all across Aotearoa to update you on the progress of your pay equity claim. It was so lovely to see you all and hear from you about the work you do every day to provide care and support to clients.



*Support workers meetings - discussing what pay equity would mean for them and their workplace and organising for lobbying MPs.*

**We want to see every care and support worker receive pay equity at the same time.**

**Refresh on your pay equity claim** The unions raised a claim on behalf of 15 employers in the care and support sector on the 1 July 2022 to get care and support workers pay equity. Those employers are: Healthcare NZ, Geneva Healthcare, NZ Community Living, VisionWest, Spectrum Care, Te Roopu Taurima, Emerge Aotearoa, Pathways Health, Toucan Taranaki, LifeWise Trust, Presbyterian Support Central, Bupa, Pacific Homecare, CCS Disability, and Dunedin Community Care.

Unions raised the claim with 15 employers to speed up the work required for this pay equity claim.

**There is a process known as the funded sector framework which allows for an extension of the pay equity outcome to deliver for all workers who are government funded, and who do the same work as the care and support workers as described for the employers named in the claim.**

**Unfortunately, though this process doesn't guarantee that all workers get this at the same time. However, the unions are strongly advocating for this to happen.**

## Steps taken so far in the pay equity claim process

The pay equity process has a framework that must be followed.

1. The first step is that arguability is established. This has been done, so now we can tick that off!
2. Next, employers and unions need to figure out how to work together to progress the claim and get resource to manage the parties to support the work that needs to be done. Another tick! This has also been done.
3. Then comes the evidence the employers and unions need to prove our case. We have interviewed care and support workers to look at the skills, responsibility, and the degrees of effort of the work you all do. Around 50 interviews were completed across Aotearoa. If you were interviewed, thank you! From these, we developed a 'worker profile' for care and support workers.
4. Next, we started looking at what we call 'comparators'. That's workers who work in male-dominated jobs that have the same skills, responsibility, and degrees of effort that you all have. We found three jobs that fit this profile.
5. A small group of employer reps and union reps met for five days to compare the work of care and support workers with three jobs that are male dominated. They then agreed on points attached to all those roles. Another tick!
6. Based on this evidence, the parties need to agree that undervaluation exists. This means that there is evidence that says that care and support workers have been discriminated against because it is work largely done by women. Another tick!



## What happens next?

The unions and employers are preparing for bargaining. We have had a number of workshops looking at the terms and conditions of care and support workers at the named employers of the claim and at the terms and conditions of the three male-dominated comparators. Some of the discussions have been around pay, terms and conditions, qualifications, who's included in the settlement, as well as other things.

We have bargaining dates set for July for formal bargaining, but will keep talking to employers in the meantime.

## Bargaining teams

We have bargaining teams agreed as well. For the unions we have Melissa Woolley, Jocelyn Pratt, Nanette Cormack (PSA); Glenda Alexander and David Wait (NZNO); Emily Griffin and Darien Fenton (E Tū) with the lead advocate being Melissa Woolley (PSA).

The employer bargaining team is Mike Peters (NZ Health Group), Sally Pitts-Brown (Mental health and addictions), Nicola Turner (Aged Residential Care), Murray Penman (Home support), Kate Single (Disability) with the lead advocate being Mike Peters (NZ Health Group).

An independent bargaining facilitator will work with the unions and employers to assist a settlement to be reached.

## Funding

Before we enter into bargaining, employers are collecting a lot of data and providing lots of information to the funders who fund care and support. Once the funders (Te Whatu Ora, Whaikaha, etc) and Manatū Hauora have all the information they need to make recommendations to the Cabinet to provide pre-approved funding for the outcome of bargaining. We need this to happen before we can go into bargaining. We are hoping that will happen before the July bargaining dates and are on track for this to happen.

**Did you know? We know this sounds like this is taking a long time but this pay equity claim is moving so fast compared to other claims! This claim will be one of the fastest to proceed through the process.**

## Lobbying – we need you!

The unions have been lobbying and we need you to also do this with us. We have been lobbying for the following:

1. **We want to see an interim pay increase now**, even as the pay equity process continues. Care and support workers are struggling with the cost of living now and we urgently want the Government to fund an increase to all care and support workers **now!**
2. **When we get a pay equity settlement we want it to be implemented through the Support Workers Settlement Act.** This is the legislation that requires employers to pay your pay rates currently and is due to expire at the end of 2023. We want to keep it, so that all care and support workers get the settlement at the same time whether you work for a named employer or somewhere else. We also want workers to be able to legally enforce the settlement to make sure employers comply with it.
3. **All care and support workers get the deal at the same time!** The sector is in crisis and it would create chaos if some care and support workers got the deal at different times.

## Get involved

If you're not yet a union member, we encourage you to join a union and the campaign for pay equity for care and support workers now. Every day you make a difference for the people you care and support for, its time to make a difference for you!

Care and support work is often seen as invisible work. We need you to tell everyone about what you do, how important the work you do is for our communities and that you deserve pay equity and so does every care and support worker. This is not a given, we need you to get involved!

**Along the way we may even need you to fight for things to support a settlement for all care and support workers. We need you involved!**

This work is being done by unions and we can only do this with the support of our members, the more members the stronger we are. You can Join PSA today and get involved to win pay equity.

**Have a look at our PSA Care and Support pay equity website**

<https://www.psa.org.nz/activity/care-and-support-workers-pay-equity-union-claim-2022-find-updates-and-more-information-here/>



Or scan QR code to website

### **FAQs**

#### **Will we get a pay rise through the pay equity process this year?**

This is an unknown, it will depend on how long the bargaining takes, and how long it takes the Government to fund employers to fund the workers of the named employers.

#### **If I don't work for a named employer will I get the settlement?**

There is the funded sector framework which allows for a settlement to be extended to other care and support workers. It doesn't say it has to happen at the same time though. We need to lobby for this. Unions are working hard to have the settlement extended to all workers at the same time.

#### **What happens if there is a change of government? Is our pay equity settlement at risk?**

Yes potentially it is. National and Act have not been overly supportive of the pay equity process. The funded sector framework for the extension to the whole sector is also at risk, as the framework is not law; it is a policy decision and can be taken away if a new government is voted in and wants to get rid of it.

#### **What will be included in the settlement?**

It's too early to say, but unions will be pursuing the best possible settlement that we can get! We expect it to be significant!

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