



Allied Public Health Scientific and Technical

Pay equity

Good news – the Pay Equity process for Allied Public Health Technical and Scientific members has commenced. What is Pay Equity, and what does it mean for you?

What is Pay Equity?

Pay equity is **equal pay for work of equal value**. If a female dominated occupation has the same or similar skills, effort, conditions of work and qualifications as a male dominated occupation, then they should be paid the same.

Pay equity differs from 'equal pay' and 'pay parity'. Equal pay means that two people who are doing the same job should be paid the same regardless of their gender. Pay parity is the same pay for the same job across different employers or workplaces (e.g. receptionists at one DHB or within a DHB should both be paid the same).

What has happened so far?

PSA lodged a claim for all occupational groups covered by the APHT MECAs in our last bargaining. Even though the claim is complex - covering about 60 professions and 11,000 FTE - we are stronger together. If we had put in separate claims for each occupation, it could take years to do each one in turn.

In December 2019 PSA and the DHBs agreed a Terms of Reference for the APHT pay equity process.

We have now set up occupational reference groups made up of active PSA members, who will be the brains trust and experts for their occupation as we go through the pay equity assessment process.

We have also established a PSA Oversight Group made up of PSA reps whose job it is to be directly involved at a national level, representing all members and keeping in touch with the reference groups. That group has begun meeting with DHB reps in this process, and is made up of:

- Kate August, Dietitian, Bay of Plenty DHB
- Martin Bird, Sterile Supplies, Southern DHB
- Heidi Brightmore, AoD Clinician, Waitematā DHB
- Jess Chang, Pharmacist, Counties Manukau DHB
- Emmeline Haymes, Health Promotion, Hutt Valley DHB
- Karen Hayes, Occupational Therapist, Southern DHB
- Maureen Jacobsen, Therapy Assistant, Mid Central DHB
- Guy Jukes, Anaesthetic Technician, Auckland DHB
- Sue Lloyd, Laboratory Scientist, Canterbury DHB
- Fionnaigh McKenzie, Social Worker, Hutt Valley DHB
- Johnnie Potiki, Hauora Māori/Consumer Advisor, Southern DHB
- Alex Smedley, Speech Language Therapist, Canterbury DHB
- Brendon Vercoe, Physiotherapist, Canterbury DHB
- Glenda Young, Dental Therapist, Mid Central DHB



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What are the key stages of the pay equity claim process?

In broad terms, the key stages of the pay equity claim process are:

- (1) Investigating the work being done by APHT occupations (claimants) and comparators (male-dominated occupations) using a gender-neutral tool.
- (2) Assessing remuneration for the claimant and comparator roles,
- (3) If undervaluation of the claimant roles is established, negotiating an outcome for the pay equity claim.

What roles will be assessed in the Allied, Public Health, Scientific and Technical claim?

We will be interviewing PSA members in a sample of roles at a number of locations and different sized DHBs. We cannot interview every PSA member nor can we review every position. This would take a very long time, since we are looking at historical and current undervaluation due to gender, we don't need to do this in order to get the information we need. Interviewing this sample will establish the value of the roles and then consider the degree of undervaluation that is present (i.e. what the equal pay rate should be).

What can you do?

Spread the word, talk about it with your colleagues, come to pay equity meetings, keep up to date with progress, be active in your workplace to help keep momentum in this historical process.

Stronger Together