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Public Service Kāinga Ora and ACC Pay Equity Claim FAQ

Number 1 December 2019

Why is this claim being made?

The PSA has been campaigning to end the gender pay gap for over 100 years. Our research shows that clerical and administrative roles, including those working in customer support and contact centre roles, comprise the largest occupational group of female dominated roles in the Public Service, ACC and Kāinga Ora. The PSA have made claim on behalf of its members employed in these roles.

Who is covered by the claim?

The claim is made on behalf of PSA members only. We know that the value of standing together as a union offers the best chance we have of achieving the unions goals of eliminating gender discrimination in pay for all our members. If you know someone who is employed in these roles and is not a union member, ask them to join the PSA so they can be part of the solution.

What specific roles does this include?

Initially we are using a broad definition of roles that may be defined as *'those who perform clerical and administrative work including customer support work and call centre work'*. This is for four primary reasons:-

1. To support our decision to include all Public Service Organisations (plus ACC and Kāinga Ora) in the process.
2. To ensure that we cover as many roles as possible at the outset.
3. That we make the process as efficient and cover as many PSA members as possible.
4. To recognise that there will be many different job titles in our organisations which might have different titles but do the same work.

Is my role covered by the claim?

We provided employers with an indicative list of positions covered by the claim. It is not until the employer agrees there is an arguable claim, and we begin the process of assessing the claim, that we will know which roles are included. That process will take some time and, even if included, it does not indicate that the roles are underpaid. That list is also at the end of these FAQ's.

We have used the definition *'those who perform clerical and administrative work including customer support work and call centre work'* to describe the work being done as part of the claim.

What employers are included?

There is a list of all the Organisations at the end of these FAQ's.

What will happen next with this claim?

The employers who are subject to these claim need to respond formally to the PSA about whether or not they believe that the claim is arguable. We are working together with the State Services Commission to provide

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supporting information so that they can liaise with employers to assist with this part of the process. We expect to hear back from employers around 31 January 2020.

What is happening with other claims?

There are currently a number of other active claims underway. The one in the PSA closest to this claim is the DHB Admin Clerical claim. There are also claims in some Local Government Organisations for Library Assistants, and in our Community Public Services Sector.

Which employers are included in the PSA claim?

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| <ol style="list-style-type: none">1. Controller and Auditor General2. Crown Law Office3. Department of Conversation4. Department of Corrections5. Department of Internal Affairs6. Department of Prime Minister and Cabinet7. Education Review Office8. Government Communications Security Bureau9. Inland revenue10. Land Information New Zealand11. Ministry of Social Development12. Manatu Taonga - Ministry for Culture and Heritage13. Ministry for Pacific Peoples14. Ministry for Primary Industries15. Ministry for Women16. Ministry for the Environment17. Ministry of Business Innovation and Employment18. Ministry of Defence19. Ministry of Education20. Ministry of Foreign affairs and Trade21. Ministry of Health22. Ministry of Housing and Urban Development23. Ministry of Justice24. Ministry of Transport25. New Zealand Customs Service26. New Zealand Defence Force27. New Zealand Police28. Office of the clerk of the house of representatives | <ol style="list-style-type: none">29. Oranga Tamariki30. Parliamentary Counsel Office31. Parliamentary service32. Pike River Recovery Agency33. Social Investment Agency34. State Services Commission35. Statistics New Zealand36. Te Arawhiti37. Te Puni Kōkiri38. The Treasury39. Accident Compensation Corporation40. Kāinga Ora - Housing New Zealand |
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