Kia ora!

PSA here, bringing you the latest updates on the Pay Equity claim for the Allied, Public Health, Scientific and Technical professions!

In today’s update we are bringing you:

* The latest progress report on the claim.
* Our new posters!
* A call for more member stories.
* A reminder to do our Pay Equity crossword!
* A reminder that on Fridays, we wear orange and pink.

Don’t forget - our new merchandise (including the pre-order for scrub caps) is **on** [**sale now**](https://boost.wip.co.nz/psa/category.aspx?CategoryID=5683878)**.**

Also, have you visited the [**Allied Pay Equity website**](http://www.psa.org.nz/allied) yet? It’s your one stop shop for updates, information and resources about Pay Equity!

Our FAQs have been updated! [**Read more here.**](https://www.psa.org.nz/assets/Allied-PE-FAQs-Nov-1722.docx)

**LATEST UPDATE**

We are moving full speed ahead with our assessments. In the coming weeks, we will be spending about three days a week on assessment as we aim to get this step completed as soon as possible.

We are pleased to report that we have now started assessment of our comparator roles. This means that we are moving closer to being able to establish undervaluation for our first five expedited profiles - Social Workers, Physiotherapy, Med Lab Scientists, Dietitians and Pharmacists. This is an important step in establishing that undervaluation exists across the APHST professions, a development that gives us significant leverage in negotiations.

We are also beginning work on assessments for more senior APHST roles, such as Team Leaders and Supervisors. We are seeking to understand if we have accumulated enough information from our previous interviews and questionnaires to proceed with assessment for these groups. If we need more information, we will be looking for members to assist with the process.

We will also shortly be looking for members to take part in discussions about the shape of the Pay Equity settlement - including things like pay structures, progression, and how Merit/CASP may be impacted by Pay Equity. Please keep a look out for these opportunities!

For a summary of how the Pay Equity process works, [**click here.**](https://www.psa.org.nz/assets/How-the-Pay-Equity-process-works.pdf)

Our FAQs have been updated! [**Read more here.**](https://www.psa.org.nz/assets/Allied-PE-FAQs-Nov-1722.pdf)

**OUR NEW POSTERS HAVE ARRIVED!**

We are very excited to let you know that our first round of campaign posters are now available. Thank you to all of the members so far who have filled in our survey on your experiences and the inherent value of your role.

You can see these stories brought to life by going to [www.psa.org.nz/allied](http://www.psa.org.nz/allied) and scrolling down to the “Occupational Posters” section. All posters are ready to print in A3 or A4. Please get in touch with your Pay Equity Advocate or PSA Organiser if you’d like to get some posters delivered.

**Keen to make sure your profession is represented? Click the link below to tell your story and be featured on campaign posters and other material.**

**Please follow the link included in your email, or email** **AlliedPayEquity@psa.org.nz** **to request a survey.**

**THE GREAT ALLIED PAY EQUITY CROSSWORD - TWO WEEKS TO GO**

**Win a t-shirt for you or lanyards for your team!**

Calling all puzzlers! Put your knowledge of Pay Equity to the test with our brand new crossword and be in to win! It’s simple - here’s all you need to do…

1. Download and print [**this crossword**](https://www.psa.org.nz/assets/PSA-Allied-Pay-Equity-Crossword.pdf)(or fill in one you find in the workplace)
2. Complete the crossword. Here’s a hint - many of the answers can be found at [www.psa.org.nz/allied](http://www.psa.org.nz/allied), including in the FAQ document!
3. Scan and send the completed crossword to alliedpayequity@psa.org.nz - remember to let us know if it was a group or solo effort!
4. Three winners will be selected at random for great prizes, including Pay Equity t-shirts for individual winners, or lanyards for group efforts!

**The deadline to submit your crossword is 5pm on Thursday 1st December. Good luck!**

[**Click here**](https://www.psa.org.nz/assets/PSA-Allied-Pay-Equity-Crossword.pdf) to download the crossword or go to [www.psa.org.nz/allied](http://www.psa.org.nz/allied) and download it from the ‘Pay Equity resources’ section.

**ON FRIDAYS WE WEAR ORANGE AND PINK**

The only rule is that on Fridays (or any other day you prefer) - the Pay Equity campaign should be visible through orange and pink!

But - you don’t have to be wearing PSA merch to participate in Orange and Pink Fridays! Whether its something you’ve found at the bottom of your drawer, in an op-shop, a ribbon, a badge, shoelaces, or whatever else you want - let your imagination run wild!

* Orange and pink themed morning teas.
* Decorating your workplace with orange and pink posters/decorations.
* Pay Equity newsletters, hand outs (and crosswords!).
* And more! As long as it is easy for your members to participate.

Over the course of the campaign, we will be providing more resources for you to use as well as organising some bigger events.

**THIS IS YOUR CAMPAIGN - WHAT ARE YOUR IDEAS?**

**We also want to know what you want to do!** Got an idea? Let us know about it, and what we can do to help you make it happen!

**STORIES OF SUCCESS - TE WHATU ORA SOUTHERN ENDORSES ORANGE AND PINK FRIDAYS!**

Great news from our Advocates in Southern District, who have managed to get the whole District on board with Orange and Pink Fridays!

In an email to all Allied Health Managers, the Southern District Chief Allied Health, Scientific and Technical Officer wrote:

*“Te Whatu Ora Southern would like to support the PSA’s request to enable the Allied Health Scientific and Technical workforce to wear orange and pink on Fridays. This initiative is about supporting the AHS&T Pay Equity work. Achieving Pay Equity would significantly benefit our recruitment and retention of the AHS&T workforce. Please support any staff who choose to take part in this initiative.”*

Congratulations and thank you to our Southern District Pay Equity Advocates for working hard to promote the campaign, and on continuing to build partnerships with Te Whatu Ora as we work together towards achieving Pay Equity.

**Have a Pay Equity related story or achievement you want to share? Let us know and we’ll feature it in a newsletter.**

**Quick links:**

[We Are Allied website](http://www.psa.org.nz/allied)

[We Are Allied Facebook group](https://www.facebook.com/groups/383980676760395) - **remember to answer the membership questions.**

[Allied Pay Equity shop](https://boost.wip.co.nz/psa/category.aspx?CategoryID=5683878)

[Pay Equity FAQs](https://www.psa.org.nz/assets/Allied-PE-FAQs-Nov-1722.docx)

[Allied Pay Equity Advocates](https://www.psa.org.nz/assets/Allied-Pay-Equity-Advocates.xlsx)

[Contact the PSA](https://www.psa.org.nz/quick-links/contact/get-support-now)