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Same value.
Same pay.

3rd November 2022

PSA ALLIED PAY EQUITY UPDATE: POSTERS, MERCH AND THE GREAT PAY EQUITY CROSSWORD!

Hi!

We've got a big newsletter for you this week, so we're not going to do a long preamble. Read on to find:

- The latest progress report on the APHST Pay Equity claim.
- How you can win t-shirts and lanyards by filling in a crossword!
- How you can support the campaign by telling us your story.
- Where you can get our brand new merchandise!
- Who your local Pay Equity advocate is.

Latest Pay Equity Update

We are making good progress in the assessment of role profiles. 16 role profiles have already been through the assessment tool and are now ready to be assessed against comparator roles. 17 role profiles are ready to go through the assessment process, and 6 role profiles will shortly go through the relevant reference groups. This means that the reference group process will soon be completed, allowing us to focus on assessment!

We are now in the process of finalising our comparator roles. We have been collecting information on any changes to the pay of the comparators, to ensure that our profiles are fully up to date before we compare them with APHST role profiles.

Remember - we don't need to conduct a full assessment process every single role in order to establish undervaluation. We will still be running questionnaires for smaller groups but will not be running the reference group process for every single professions (otherwise this work will take decades). If you don't see your occupation on the list of reference groups, this means that your assessment will take place through a different process.

No idea what this means? For a detailed explanation of the Pay Equity process [click here](#).

Our FAQs have been updated! For the new version, [click here](#). (Updated questions appear in red font).



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The Great PSA Allied Pay Equity Crossword!

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](#) (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, 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](#) to download the crossword or go to www.psa.org.nz/allied and download it from the 'Pay Equity resources' section.

Tell your story, help the campaign (and go on a poster!)

Our power is in our stories. Every single one of the 11,000+ Allied Health members of the PSA has something to say, and through this we can spread the word about Pay Equity, and why you are worth 100%.

We want to continue to tell these stories as we develop the first phase of our campaign communications and resources. We're looking for members who are willing to tell us more about the **skills and value** of their work, so we can feature them in posters, graphics, newsletters like this, and more.

If you would like to be involved, please click on the link below to access a survey about your skills and experiences. For those who would also like to send us a photo to use in our campaign, the survey contains instructions on how to do this.



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PLEASE FOLLOW THE LINK CONTAINED IN YOUR EMAIL TO ACCESS THE SURVEY.

We are looking for members who would like to tell their story in Te Reo. If this is you, please don't hesitate to answer the survey in Te Reo, or to get in touch with us to find out more.

Allied Pay Equity merch - now in stock!

We are excited to announce that our new Allied Pay Equity merchandise is now in stock! Available now are:

- Pink and orange Pay Equity t-shirts (in unisex and womens' sizes)
- Our brand new pink and orange **SCRUB HATES**
- Social Workers' Action Network t-shirts
- We Are Allied t-shirts, lanyards and stickers from the previous campaign

[Click here](#) or go to www.boost.wip.co.nz/psa to get your order in before stock runs out!

Have an idea for merch?

If you want it, and enough members are willing to buy it - we can make it happen! The sky is the limit, so don't hesitate to get in touch to give us your ideas.

Introducing... your Pay Equity Advocates.

[Click here](#) or go to www.psa.org.nz/allied to find out who your local Pay Equity Advocate is.

The orange and pink road show is complete! Our Allied, Public Health, Scientific and Technical Pay Equity Advocates are now trained and good to go!

Here's the roadshow by the numbers:

- 12 sessions
- 5 weeks
- 9 locations (and two digital)
- 200 advocates trained
- 35 new Delegates signed up!



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At every location we have been blown away by the enthusiasm, energy and ideas of our advocates. Your commitment to this campaign is inspiring, and as long as you can keep it up then there's no way that we can't deliver an historic Pay Equity deal.

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.

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!

Don't forget to send us your photos and stories about your orange and pink escapades - we'd love to feature some in these emails!

Allied Pay Equity website.

We have established a single landing page for Allied Health, which will now act as a database for all the updates and resources that you could ever need to make sure that you and your members are fully informed about Pay Equity! You can find it at www.psa.org.nz/allied

I know - it's looking pretty bare right now. But don't worry - over time it is going to develop into a comprehensive set of resources that are easy to access, download and print.

[Click here to access the Allied website](http://www.psa.org.nz/allied)



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Whew! That's all for now. Thanks for reading, and for coming on the journey to achieve an historic Pay Equity settlement for Allied, Public Health, Scientific and Technical workers.

Kind regards,

The PSA Allied, Public Health, Scientific and Technical campaign team.

Quick links:

[We Are Allied website](#)

[We Are Allied Facebook group](#)

[Pay Equity FAQs](#)

[Allied Pay Equity Advocates](#)

[Contact the PSA](#)