

Embargoed until 12pm – midday Monday 30 November

Historic Milestone in Clerical and Administration Pay Equity

An initial agreement has been reached between the Public Service Association and the country's 20 District Health Boards in the bargaining for Clerical and Administration Pay Equity.

PSA National Secretary Kerry Davies and DHB lead Chief Executive Jim Green say the agreement is the first step towards a pay equity settlement and starts putting right the long-standing undervaluation of an essential DHB workforce.

“When finalised next year, this will be the first time these workers are covered by one national pay structure with consistent rates nationwide,” says Ms Davies.

“It’s a tremendous achievement, made possible by the hard work and courageous campaigning of admin and clerical workers across New Zealand.”

Mr Green says ratifying and implementing the agreement is a hugely complicated process.

“There are currently more than 1,500 unique job titles with a very wide range of pay rates across 20 DHBs. When we’re finished, we’ll have consistent national pay rates, and a job banding structure with rates that address the undervaluation of this workforce.”

“In the meantime, there will be an interim lift in pay rates for more than 8,500 DHB clerical and administration workers. This is a step towards pay equity for a workforce that is 92 per cent female and has been historically undervalued.”

Mr Green says the interim lift will increase pay for most workers, who currently receive less than the agreed pay equity rates. As much as \$2,500 a year will be added to their salaries.

“I want to congratulate all involved in reaching this major milestone. Clerical and administration workers are essential to the smooth running of DHBs and supporting the patient services DHBs provide. We look forward to continuing to progress the work towards a pay equity settlement in partnership with the PSA.”

After report back meetings conclude, PSA members will vote on whether to accept the offer as a variation to their collective employment agreements.

“This is a historic first step toward ensuring DHB clerical and admin workers get the pay and respect they deserve,” says Ms Davies.

“We look forward to sharing and discussing details of this agreement at staff meetings over the weeks ahead, and we strongly encourage all workers to attend.”

Further details about the interim agreement will be uploaded by the DHBs [here](#), and by the PSA [here](#).

For more information:

Spiro Anastasiou (DHB Advisor)
021 450 599

Alastair Reith (PSA Media Advisor)
027 600 5498

Stage 1: New National Roles and maximum Pay Rates

Assessing the pay equity claim included mapping the existing work represented by 1,500 job titles into the following national role profiles. At this stage, only the new top rates for each role profile have been agreed.

National role profile	Top pay equity rates
Team Leader	85,000
Team Supervisor	80,000
Clinical Coder	80,000
PA/EA with staff	74,000
Scheduler	74,000
Team Administrator	70,700
PA/EA without staff	70,700
Medical Secretary	70,700
Ward Clerk	67,000
Transcriptionist	67,000
Payroll	67,000
Receptionist	62,000
Telephonist	62,000
Finance Administrator	62,000
Support Services Administrator	56,500
Records Clerk	56,500

Stage 2: Finalising the Pay Equity Settlement

The PSA and DHBs will apply a set of agreed Pay Design Principles to develop a national pay rate and job band structure. That will include the size and number of steps in each band and how people progress up the pay scale.

PSA and DHBs will also agree a process for translating people on to the new national pay structure.

The size of any individual increases won't be known until the pay equity settlement has been agreed, around the middle of next year.

Because pay rates for clerical and administration work vary so widely, the size of any final increases will vary significantly between roles and DHBs.