



# Great Expectations

OR

Where the Dickens is my Equal Pay?!

A DHB Admin and Clerical Production  
Christmas 2018

Proudly sponsored by the Public Service Association  
Defending Women's Equality for over 100 Years.



Valuing people who work

At the  of the  
hospital

# ON THE FIRST DAY OF CHRISTMAS (MY UNION GAVE TO ME...)

*(Sung to tune of "The 12 Days of Christmas")*

On the first day of Christmas my  
Union gave to me....

An Equal Pay Future for Me!

On the second day of Christmas  
my Union gave to me  
Two pay equity claims and an  
Equal pay future for me

On the third day of Christmas my  
Union gave to me,  
Three Work Assessments  
Two pay equity claims and an  
Equal pay future for me

On the fourth day of Christmas  
my Union gave to me  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the fifth day of Christmas my  
Union gave to me  
Five long years!  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the sixth day of Christmas my

Union gave to me  
Six Resilient Leaders  
Five long years!  
Four Pink Hearts  
Three Work Assessments

Two pay equity claims and an  
Equal Pay future for me

On the seventh day of Christmas  
my Union gave to me  
Seven months of re-work  
Six Resilient Leaders  
Five long years!  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the eighth day of Christmas  
my Union gave to me  
Eight Negotiating Advocates  
Seven months of re-work  
Six Resilient Leaders

Five long years  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the ninth day of Christmas  
my Union gave to me  
Nine Equal Pay dancers

Eight National Advocates  
Seven months of re-work  
Six Resilient Leaders  
Five long years!  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the tenth day of Christmas my  
Union gave to me  
Ten Equal Pay T-shirts  
Nine Equal Pay dancers  
Eight Negotiating Advocates  
Seven months of re-work  
Six Resilient Leaders  
Five long years!  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the eleventh day of Christmas  
my Union gave to me  
Eleven bright pink lanyards  
Ten Equal Pay t-shirts

Nine Equal pay dancers  
Eight Negotiating Advocates  
Seven months of re-work  
Six Resilient Leaders  
Five long years!  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me

On the twelfth day of Christmas  
my Union gave to me  
Twelve Pay Equity Factors  
Eleven bright pink lanyards  
Ten Equal Pay t-shirts  
Nine Equal Pay dancers  
Eight Negotiating Advocates  
Seven months of re-work  
Six Resilient Leaders  
Five long years!  
Four Pink Hearts  
Three Work Assessments  
Two pay equity claims and an  
Equal Pay future for me!

*Credit: Jacky Maaka*

## EQUAL PAY WONDERLAND

(Sung to tune of "Winter Wonderland")

Mr Clarke, are you listening  
PSA are requesting  
That you give equal pay  
To Admin members today  
Working in the 20 DHB's.

We have waited the longest  
And our case is the strongest.  
We need it right now.  
So please don't say no  
To Admin in the 20 DHB's.

In our workplace we are  
undervalued.

We work so hard for very little  
pay.  
All we want is to be fairly treated  
For the work that we do each and  
every day.

Mr Clarke we are pleading.  
That our claim is proceeding  
So give us what's due, for the job  
that we do  
As Admin in the 20 DHB's.

*Credit: Jeanette Wilkinson*

## GOD REST YE MERRY GENTLEMEN

God rest ye merry gentlemen,  
Let nothing you dismay,  
You really shouldn't worry  
That we want equal pay,  
For when we finally get it,  
As women hope and pray,  
Then we all will have comfort and  
joy  
Comfort and joy  
Then we all will have comfort and  
joy!  
Just think now for a minute  
On all this gender hype  
Why should we be restricted by  
stereotypes

If women's pay could equal men's  
Things wouldn't be so tight  
And our families would have  
comfort and joy  
Comfort and joy  
And our families would have  
comfort and joy!

For in these modern times we  
know,  
That women equal men,  
And lads should get the chance to  
be at home  
Now and again,  
So pay us what we're worth

Before it drives us round the bend  
And we all will have comfort and  
joy  
Comfort and joy  
And we all will have comfort and  
joy!  
And when we're liberated  
Both sexes will be free  
The ladies can go out to work  
Men raise a family,

Or other way around,  
'Cos that is true equality,  
And we all will have comfort and  
joy  
Comfort and joy  
And we all will have comfort and  
joy!

*Credit: Nancy McShane*

## LAST CHRISTMAS

Last Christmas  
I claimed Equal Pay  
But the very next day  
You took it away  
This year  
To save me from tears  
Please pay me my Equal Pay

*Credit: Caz Thomson / Edited Janine Bridgeman*

## ALL I WANT FOR CHRISTMAS

All I want for Christmas  
Is Equal Pay  
Is Equal Pay  
Is Equal Pay  
All I want for Christmas  
Is Equal Pay  
SO I COULD AFFORD TO  
HAVE A CHRISTMAS!!

*Credit: Nancy McShane*

## EQUAL PAY IS COMING TO TOWN

*(Sung to tune of "Santa Claus is Coming To Town")*

You better watch out  
You better not cry  
Better not pout  
I'm telling you why  
Equal Pay is coming to town

We've put in our claim  
And got all the facts  
just got to pass the amend-  
ments to the Act  
Equal pay is coming to town

It's been a long time coming

For Admin and Clerical  
We won't wait any longer  
Or we'll be hysterical

O! You better watch out!  
You better not cry  
Better not pout  
I'm telling you why  
Equal pay is coming to town  
Equal pay is coming to town

*Credit: Jeanette Wilkinson*

## WE WISH YOU A MERRY CHRISTMAS

*(Equal pay version)*

Please settle our equal pay claim,  
Please settle our equal pay claim,  
Please settle our equal pay claim,  
And do it this year!

We won't go until we get some,  
We won't go until we get some,  
We won't go until we get some,  
So pay us this year!

Since Kate Shepherd days  
We've been underpaid  
So settle our equal pay claim  
And do it this year!  
We won't come behind the  
nurses,

We won't come behind  
the teachers,  
So settle our equal pay claim  
And do it this year!

Our claim has been in longer,  
Our argument is stronger,  
So settle our equal pay claim  
And do it this year!

Please settle our equal pay claim  
And fill us with cheer!

*Credit: Nancy McShane*

# HERE COMES SANTA CLAUS

*(Equal pay version)*

Julie-Anne Genter, Julie Anne  
Genter

Don't forget our claim!  
If we don't get our equal pay  
Then you're the one we'll blame!

We've been waiting,  
It's so frustrating,  
It doesn't seem quite right,  
So pay us out  
And we'll sing and shout  
Please, Julie-Anne, treat us right!

Julie-Anne Genter, Julie Anne  
Genter,  
Grant our Christmas wish  
And If you need surgery any time  
We'll make sure you're on the list  
We have the clout,  
So please help us out,

We don't wanna have a fight!

Remember our claim, and we'll  
sing your name  
Please, Julie-Anne, treat us right!

Julie-Anne Genter, Julie-Anne  
Genter  
We know you'll keep your word,  
We're here today  
For our equal pay,  
To make sure our voice is heard,  
Boys get more money,  
It's just not funny,  
So don't ignore our plight  
The PSA  
Backs us all the way,  
Please, Julie-Anne, treat us right!

*Credit: Nancy McShane*

# WE THREE KINGS

*(Equal pay version)*

Tracey Martin,  
How do you be?  
I met you last year with Janet  
Quigley  
We asked your support,  
You said “Yes, sirree!”  
And that’s how we changed the  
government!

Twelve months pass,  
And where have we got?  
Our claim drags on,  
We’re losing the plot,  
We’re relying on you,  
To give it a shot,  
So please can you speak to the  
government?

Nurses, teachers, carers, too,  
Want Equal Pay,  
What can we do?  
But just push on,  
And see this thing through,  
So please can you speak to the  
government?

This Suffrage Year  
It would be grand,  
To have Equal Pay checks  
In our hands  
So for our retirements  
We can plan  
So please can you speak to the  
government?

We’re being ripped off,  
So please remember,  
An operative date of this  
November  
Is what we require for Admin  
members  
So please can you speak to the  
government?  
We’d love you to speak to the  
government!!

*Credit: Nancy McShane*

## JINGLE BELLS

*(Equal pay version)*

Oh, Jan Logie!  
Oh, Jan Logie!  
Back us all the way!  
You're such a bloody legend  
When it comes to Equal Pay! Hey!

You hate domestic violence,  
And you fight for those who're  
gay,  
Equality's your cup of tea,  
In every single way! Hey!

Oh, Jan Logie!  
Oh, Jan Logie!  
Help us win our claim!  
Without your help our chances  
Really will not be the same!

Eliminating poverty we know  
Is just your game!  
So help us make sure men and  
women  
All are paid the same! Hey!  
Struggling on for years,

Always being passed,  
Doctors, nurses first,  
Admin's always last!  
Never any dough,  
To pay us what we're worth,  
Being under valued  
Really seems to be our curse!  
Hey!

Oh, Jan Logie!  
Oh, Jan Logie!  
Back us all the way!  
You're such a bloody legend,  
When it comes to equal pay! Hey!

Oh, Jan Logie! Oh, Jan Logie!  
Back us all the way!  
You're such a bloody legend  
When it comes to Equal Pay!

*Credit: Nancy McShane*

## AWAY IN A MANGER

*(Equal pay version)*

Oh, Iain Lee's Galloway,  
You are the next  
On the list of MP's that we want  
to address,  
At PSA Congress,  
You gave us your word,  
You'd give Equal Pay to low paid  
workers first,  
Well, we're here to tell you,  
That's certainly us!  
Now, are you an MP that our  
members can trust?  
For if you renege,  
That's a move we won't like,  
That could make us believe we  
should all go on strike!

So settle our claim,  
Give it priority,  
We've been waiting for decades  
For equality!  
So settle our claim,  
Make sure that we come first,  
Don't let us be queue jumped  
By a doctor or nurse!

We've been overlooked for them,  
Time after time,  
But to get equal pay,  
We will not stand in line!  
So settle our pay claim,  
Please, do what is just,

And an operative date  
Of November's a must!

We can't pay for dentists, for  
doctors or pills,  
Our rents are increasing,  
It gives us the chills,  
We can't afford petrol  
Or buy groceries,  
And every winter our families  
freeze,  
So, please put an end to our  
terrible plight,  
What National put wrong,  
Labour now can put right,  
Acknowledge our value,  
And see justice done,  
Make Admin and Clerical's claim,  
Number one!

*Credit: Nancy McShane*

## SANTA BABY

*(Equal pay version)*

Jacinda Baby, put Equal Pay on  
the tree, for me,  
Been an awful good girl,  
Jacinda baby,  
Approve our Equal Pay claim  
tonight!

Jacinda Baby,  
The kids need shoes,  
And the rent is due,  
We're depending on you,  
Jacinda baby,  
Approve our Equal Pay claim  
tonight!

Think of all the pay we have  
missed  
Think what the fellas get and why  
we're pissed!

Next year we could be oh so good,  
If you'll check Equal Pay off our  
list!

Jacinda baby,  
Been ten long years and we're  
done!  
No fun!  
Jacinda baby,  
Approve our Equal Pay claim  
tonight!  
Cos if you don't,  
We may go on strike!  
And that's a thing our patients  
won't like!  
Doo woo!

*Credit: Nancy McShane*

## OH EQUITY, PAY EQUITY

*(To the music of Oh Christmas tree, Oh Christmas tree)*

Pay Equity, Pay Equity  
Please give admin pay equity  
Pay Equity, Pay Equity  
Please give admin pay equity  
Our pay's not fair it's way too low  
We need to see our wages grow  
Pay Equity Pay Equity  
Please give admin pay equity

Pay Equity, Pay Equity  
Fair pay is what we're seeking  
Pay Equity, Pay Equity  
Such pleasure it would bring me  
Though every year we've had to  
wait  
We still are fighting tirelessly  
Pay Equity, Pay Equity

To value and respect me  
Pay Equity Pay Equity  
We want to see some changes  
A symbol of goodwill to us  
An implementation date is major  
Each step we take, towards our  
goal  
We take to make pay fair for all  
Pay Equity Pay Equity  
Let's finally make these changes

*Credit: Sue McCullough*

## PAY US MORE, PAY US MORE, PAY US MORE -

*(To the tune of Let it Snow)*

Oh the wages we get are frightful  
But the work we do is vital  
To the DHB's we work for  
Pay us more, pay us more, pay us  
more.

Oh we'd like to go Christmas  
shopping But our spending  
power is dropping Cos our  
wages have hit the floor  
Pay us more, pay us more, pay us  
more.

When we finally get equal pay

Life will be better for sure With  
the help of the PSA  
We won't have to fight anymore.

Our campaign is really  
humming Cos pay equity is  
coming  
It's a fact that you can't ignore  
Pay us more, pay us more, pay us  
more.

*Credit: Jeanette Wilkinson*

Valuing people who work

At the   
of the  
hospital

## SINGING FOR EQUAL PAY

DHB administrative staff are a vital part of the health workforce. The PSA has lodged an Equal Pay claim with all 20 DHBS to recognise the true value of administration work. We know this is the right thing to do. This Christmas they are using their voices to ensure that their claims are heard.

### Why an Equal Pay Claim?

Admin work is mainly performed by women, and employers often choose to pay them less than similar jobs performed by men.

Administrative work is undervalued and the skills required are often poorly understood by hospital management.

Many in these roles struggle with excessive workload because of the government imposed gap on hiring admin staff.

DHB admin workers are the only group without a national employment agreement, which also contributes to low wages.

This Christmas, DHB administration clerical staff want to achieve Equal Pay, because they're worth 100%.

## WHAT YOU CAN DO

If you're passionate about Equal Pay and want to make a difference, make sure you're a member of the PSA. Talk to a delegate, phone 0508 367 772 or sign up online at:

[www.psa.org.nz/join](http://www.psa.org.nz/join)

If you're already a member, sign up to become an Equal Pay Advocate. We need you to be a strong voice for the DHB admin claim – both at home and at work.

Find out more at:

**[www.psa.org.nz/equal-pay](http://www.psa.org.nz/equal-pay)**

Visit **[www.together.org.nz/heartofthehospital](http://www.together.org.nz/heartofthehospital)** to sign the petition supporting Equal Pay for Admin Clerical

# Merry Christmas



Wishing you a very Merry Christmas from  
the admin clerical bargaining team.







[www.psa.org.nz](http://www.psa.org.nz)

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