



PSA 

At the 
of the hospital

29 October 2018

Work has begun

Since our last newsletter on the 22nd August a lot has been happening.

- Interviews of members to assess the work has taken place in South Canterbury DHB during the week of 17 September 2018, Auckland DHB during the week of 24 September 2018 and next up is Bay of Plenty DHB next week from the 15th of October 2018.
- Identification of comparator roles occurred at the joint PSA-DHB negotiation meeting held on the 10 October 2018.
- Assessment of the work of potential comparator roles is to commence mid December 2018 and be completed by 1st week of February 2019. (This takes account of the traditional holiday break through January)

What's still not agreed

The PSA is pressing that the effective date of any wage increase arising from its claim be **1 November 2018** and secondly that wage increases be in members hands by no later than 1 May 2019. This is a priority issue to ensure that PSA members are not disadvantaged if there are any delays in resolving the matter.

The DHBs have declined the effective date at this stage due to other claims they will have or will be receiving from other unions within the DHB and they want a national approach to all claims. We do not want to wait for this process to evolve, we need to put pressure on the DHBs and the Government to commit to an effective date for equal pay increases for Admin Clerical just as they have already done so for Nurses in their recent bargaining outcomes.

We also haven't been able to agree on the timelines for resolving the pay claim.

Other Pay Equity Claims in the DHB's

Your PSA member number is

The PSA Organising Centre is available Mon-Fri, 8.30am - 5.00pm

Freephone 0508 367 772
enquiries@psa.org.nz

PSA Website:
www.psa.org.nz

PSA on Facebook:
www.facebook.com/nzpsa

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In regard to our Nursing members the DHBs have agreed to work in partnership with PSA and other union partners to complete a pay equity examination for all members covered by the MECA, including an agreed timeframe to complete the work and negotiate any findings from that joint work. This work will be completed during the term of the MECA. The effective date for the payment of Pay Equity will be 31 December 2019.

Our Allied Public Health and Technical members DHBs have acknowledged our claim and the date it was tabled on. They have also agreed to work with us to explore the claim using the SSC and CTU Terms of Reference.

This will go some way towards our claims and open the door further for Admin DHB Clerical

Work assessments

In various locations PSA members have been nominated and will be interviewed about the work that is done in their role.

The interviews are been carried out by trained representatives from the DHB's and PSA. Supervisors and managers are also been interviewed about the work performed in the roles

Jo Hunter is one of the medical secretary's interviewed at South Canterbury DHB – here is her take on how it went



This was a great opportunity and really the first time any of us have gone through our roles in such detail and had interviewers so eager to listen and get down to every last detail. The questions were well thought out and delivered to the interviewee.

The 1.5 hour timeframe was definitely essential. It certainly evoked a lot of thought processes in to what we consider 'just our job' and 'we just do it'. We were made to break it all down and other staff have reported it really made them think more carefully about the skill and knowledge that is required in our roles. It was clear that at times during the interview the interviewers were quite shocked and surprised as to the level of responsibility that is put on to the clerical staff with respect to both clinical paperwork and physical patient safety to name a few. There was great respect shown by the interviewers towards us and staff were made to feel at ease.

The process was explained well and in full detail before the interview commenced. I feel very positive about this going forward as the information gained so far cannot possibly be pushed aside or ignored. I feel very grateful and appreciative for this opportunity. On contacting other staff for feedback they have been thrilled with their interview and the chance to tell their story about their role. For our DHB I feel it has given our clerical staff a much needed

boost and the realisation that they are crucial and pivotal to the smooth operation of our hospital.

Raising Awareness of our claims



Lorna Manu and Diana Choat Equal Pay Advocates from Auckland featured in a staff article earlier this month to raise awareness about the Gender Pay Gap and the current claim. Great work ladies!

You can view the full article [here](#)

Meetings with DHB CEO's

Your site Equal Pay Advocates met with the Chief Executives to tell them about our claim, the need for urgency to address our claim and the we need a commitment to an effective date. Meetings have been held with nearly all the DHB's and the CEO's were generally well supportive of claim. However most would not commit to date. We are going to be doing some follow up work regarding these meeting in the next few weeks to try and get further support from the CEO's.

PSA Journal

In the latest working life there is a great article on our PSA women's network conference and the craftivism exercise we planned whereby network members adopted a DHB and made pink felt hearts for the DHB Admin workers. Watch out for your pink hear to be handed to you soon

Also in the Working Life Journal was a poster from the flash mob event held in Wellington by your DHB Equal Pay National Advocates. You can rip this poster out and put it on your PSA notice board.

Women's Suffrage Day

The 125th Anniversary of Women's Suffrage was celebrated by many of our members in the DHB's. In Auckland the negotiation team attended the Suffrage dawn event held at Aotea Square. While in Dunedin Jeanette

Wilkinson also from the negotiation team held an Equalitea morning tea in the staff cafeteria.



DHB Admin Clerical Workers are showing their support by joining our union

Since the PSA has filed this claim PSA membership in clerical administrative roles has grown significantly. It is fantastic that workers are showing their support for the claim by joining.

You can show your support by becoming an Equal Pay Advocate. All you have to do is fill out a few details [here](#)

Already an Advocate? Well why not sign someone up and be in to win?

10 randomly chosen DHB PSA members/delegates who recruit new admin members will go in the draw to win two nights free accommodation at the PSA NZ holiday home of your choice; subject to availability and to be taken before the end of March 2019. PSA will notify the winners on Monday 10 December.

To qualify, new members must join on the attached group [membership form](#), it must be emailed to vivki.taylor@psa.org.nz and the name of the PSA member who recruited the new members must be filled in at the bottom of the form. **For each person joined, the recruiter gets another entry.** The competition runs from 1 September – 7 December 2018.

PSA NZ Holiday homes are located in Lake Te Anau, Fiordland, Otematata, North Otago, Carters Beach, West Coast, Stoke, Nelson, Raumati Beach, Kapiti Coast, Ohakune, Rotorua and Whitianga. <https://www.psa.org.nz/psa-plus/holiday-homes/>

Congratulations to the winners of the first round

Jolene Jones, Laureen Janse van Rensburg, Renee Bradley, Everjoy Roberts, Sandra Thompson, Kim Steel, Rhiannon Murdoch, Jesusa Dela Cruz, Brenda Jolly and Debs Williams

Other ways to be involved

At the Heart of the Hospital Petition

As this newsletter comes to you we have just reached the 5,000 mark on the petition. That's half way to our goal of 10,000 signatures.

Make sure you share this [link](#) with your friends and family

You can also [download a printable copy](#), get your co-workers, patients and members of the community to sign it and send it back to us. All the signatures get added to the online together petition and go towards achieving our goal of 10,000. Once we reach this goal we will be using the petition to show the DHB's negotiating team the public support Admin having Equal Pay!

Join the [Facebook](#) page

Here you can see all the up to date going on's with Equal Pay

Email Signature

Download the [email signature](#), use this as your signature and encourage others to use it to.

It is going to be a busy few months and we have a lot more exciting plans in the works that we will be updating you about as soon as we can. In the mean time stand strong, continue to have conversations with your colleagues, family and friends. You are all doing great work and together we will achieve Equal Pay for Admin Clerical DHB Staff.

DHB Admin staff
At the  of the
hospital

