



**PSA** 

## Homecare Support Workers Union update

# Equal Pay Settlement – Care and Support Workers / Mental Health and Addictions

The historic Equal Pay settlement was negotiated in 2017 with the Government and the unions, E tu, PSA, NZNO and the CTU. It continues to be the largest settlement ever in the sector. We won because thousands of support workers like you joined together to campaign, lobby MP's and educated the community on the value of your work.

The Settlement followed on the back of other PSA campaigns in the sector such as Sleep Over and the joint PSA / E tu "Up Where We Belong" and "Time to Care" campaigns focussing on improving terms and conditions.

The government at the time would not agree to expand this settlement to support workers working in Community Mental Health, however this was re negotiated in 2018 and back-paid to 1<sup>st</sup> July 2017

The best way to have your voice heard at work and in the sector is by joining together with your union, the PSA.

### **The Settlement;**

- Came into effect 1<sup>st</sup> July 2017
- Was passed into law through ratification of the settlement

### **Who is covered by the Settlement;**

The workers that this settlement covers are;

- Employees (Support Workers) whom perform MoH disability support funded services, MoH, DHB, ACC funded home based support services.
- Vocational disability
- ACC funded disability and home support services (includes brain injury)
- Employees (Support Workers) employed by MoH, ACC, MSD, Oranga Tamariki, and DHB funded community mental health and addiction services.

### **Payrates for support workers employed before 1/7/17**

The settlement reflects the fact that many long-serving and experienced support workers have never had their skills and experiences recognised through formal qualifications.



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All existing care and support workers on 1<sup>st</sup> July 2017 will move on to the following scale at the step that recognises their current qualifications or their continuous service with their current employer, whichever is the higher.

## Wages

The following pay scale applies to Support Workers.

Level	Qualification or service	1 July 2017 Year 1	1 July 2018 Year 2	1 July 2019 Year 3/4	1 July 2021 Year 5
1	L0 <u>or</u> <3 years service	\$19.00	\$19.80	\$20.50	\$21.50
2	L2* <u>or</u> 3+ years service	\$20.00	\$21.00	\$21.50	\$23.00
3	L3* <u>or</u> 8+ years service	\$21.00	\$22.50	\$23.00	\$25.00
4	L4* <u>or</u> 12+ years service	\$23.50	\$24.50	\$25.50	\$27.00
4b	Reaches 12+ years service after 1 July 2017 with no L4*	\$22.50	\$23.50	\$24.50	\$26.00

\*"Qualifications" are the New Zealand Certificates in Health and Wellbeing (Levels 2-4) issued by NZQA or a qualification (whether from New Zealand or overseas) that is recognised by Career force as being equivalent to these certificates.

"Service" only applies to those already employed at 1 July 2017 and is continuous employment with the current employer including service recognised as continuous for the purposes of transferring workers. For clarity those care and support workers employed after 1 July 2017 will enter and progress through the pay scale on the basis of qualifications only and will not progress based on service.

## Pay Rate Progression for Existing Support Workers

All existing support workers on 1 July 2017 will enter the pay scale on the basis of either service or qualifications, whichever gives them the higher pay rate.

Progression through the pay scale following 1 July 2017 will occur immediately when a worker passes a service step or attains the applicable qualification as set out below:

- Progression to Level 2 will be on achieving the Level 2 qualification or after the completion of 3 years current continuous service.



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- Progression to Level 3 will be on achieving the Level 3 qualification, or after 8 years current continuous service.
- Progression to Level 4 will be on the achieving the Level 4 qualification.
- Progression to level 4b will be on reaching 12 years services but have not yet achieved a level 4 qualification.

### **Pay Rate Progression for Care and Support Workers employed after 1 July 2017**

- Progression to Level 2 will be on achieving the Level 2 qualification.
- Progression to Level 3 will be on the achieving the Level 3 qualification.
- Progression to Level 4 will be on the achieving the Level 4 qualification.  
(Level 4b does not apply to staff employed after 1 July 2017).

### **Employer to Ensure Care and Support Workers are able to gain qualifications**

The employer must take all reasonably practicable steps to ensure workers attain the following NZ Health and Wellbeing Certificate (or their equivalent) qualifications within the following maximum time periods:

- Level 2 Certificate – within 12 months of commencement of employment
- Level 3 Certificate – within 3 years of commencement of employment
- Level 4 Certificate – within 6 years of commencement of employment

NOTE: for employees who have reached the maximum time periods on or within 12 months of 1 July 2017 the employer will ensure they have the opportunity and support to attain the qualifications as a priority and within reasonable timeframes as agreed with the union.

### **Employer to Mental Health and Addictions Support Workers are able to gain qualifications**

In the mental health and addictions sector the minimum qualification is acknowledged to be level 4. The intent of the sector is to train support workers to level 4 national certificate within two years of employment