



## The proposed Equal Pay settlement – **What you need to know.**

We are finally here; after years of campaigning, and filing the Equal Pay case in 2012, the unions won!

Following 20 months of negotiations with the Government we have a proposed settlement. This also follows various campaigns to improve support workers' wages such as the sleepover victory, the PSA/E tū joint **Up Where We Belong** campaign and **Time to Care** campaign which led to travel time and guaranteed hours for home support workers.

The historic Equal Pay settlement negotiated with Government and the unions E tū, PSA, NZNO and CTU is the largest pay settlement ever in the sector. We won because thousands of support workers like you joined together and campaigned, lobbied MPs and educated communities about the value of your work and the need to pay you properly.

Now that we have a proposed settlement, it must be voted on and ratified by support workers across New Zealand, before it comes into effect. We are holding thousands of meetings across the country so that as many workers as possible have a chance to have a say, hear about the proposed settlement and vote.

Voting is only the first step. Support workers need a strong collective voice in this growing workforce to make sure what we have all achieved is respected and implemented as agreed. The best way to have your voices heard at work and in the sector is by joining together in your union.

### **The settlement**

**(All information about the settlement is included in this handout. The official settlement document is available for you to read at this meeting).**

- It will come into effect on 1st July 2017.
- The settlement will be passed into law, if a majority of workers at the meetings across the country vote for it.
- The settlement will end all pay equity claims made prior 1 July 2017 for the employees covered by the settlement.

### **Who is covered by this agreement?**

The workers that this settlement covers are:

- Employees (support workers) who perform MoH Disability support funded services, MOH, DHB, ACC funded home based support services.
- Vocational disability – an agreement with the same provisions has been committed to by MSD and Oranga Tamaraki and the ratification of the settlement is subject to that being finalized.
- ACC funded disability and home support services (including brain injury)

### **Payrates for care and support workers employer before 1/7/17**

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

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

Find the level on the scale (next page) that matches your qualification or years of service with your current employer, whatever gives you the higher rate. If you're not sure, ask one of our helpers.

## PAYSCALE ONE

Level		1 July 2017 Year 1	1 July 2018 Year 2	1 July 2019 Year 3/4	1 July 2021 Year 5
1	L0 or <3 years service	\$19.00	\$19.80	\$20.50	\$21.50
2	L2* or 3+ years service	\$20.00	\$21.00	\$21.50	\$23.00
3	L3* or 8+ years service	\$21.00	\$22.50	\$23.00	\$25.00
4	L4* or 12+ years service	\$23.50	\$24.50	\$25.50	\$27.00

\* Qualifications are those recognised by NZQA. Service is the current continuous service with your current employer and only applies to those already employed as at July 1 2017.

### Pay Rate Progression for Existing Care and Support Workers

All existing care and support workers on 1 July 2017 will increase their pay rates under this scale on the basis of either service or qualifications, whichever gives them the higher pay rate, 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 with their employer on or after 1 July 2017
- Progression to Level 3 will be on the achieving the Level 3 qualification, or after 8 years current continuous service with their employer on or after 1 July 2017.
- Progression to Level 4 will be on the achieving the Level 4 qualification or on 1 July for those who already have 12 or more years current continuous service with their employer.

All existing care and support workers who reach 12 years current continuous service with their employer after 1 July 2017 and who have not achieved a Level 4 Certificate will move on to the following rates (PAYSCALE TWO – (level 4 only)).

## PAYSCALE TWO

After 1 July 2017	On or after 1 July 2018	On or after 1 July 2019	On or after 1 July 2021
\$22.50	\$23.50	\$24.50	\$26.00

“Current continuous service” includes service recognised as continuous for the purposes of transferring workers.

Your employer is required to provide the necessary support for you to gain a level 4 qualification. Once the level 4 qualification is attained you will move onto step 4 of pay scale 1. New workers in the Care and Support sector starting after 1 July 2017 will be on pay scale 1 but will be required to attain a qualification before they can move up the pay scale and their years of service will not be counted.

*Note: the crown only wanted to include a payscale with qualifications and not include service. The unions kept advocating for service to also be included. Hence its inclusion for existing workers.*

### Support for training to get qualifications

The goal is to have an industry wide workforce which is trained to meet current and future service needs and make sure we get all members onto \$27 dollars per hour. Employers will be contractually required to provide the necessary support to enable workers covered by the settlement to reach the following NZ Qualifications Authority Health and Wellbeing Certificate (or their relevant equivalent) qualifications within the following maximum time periods:

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

Note: these time frames apply from July 1 2017 for existing workers.

The Settlement Act will state that if an employer fails to take reasonable and appropriate steps to ensure that an employee is supported and enabled to achieve the qualification(s) required to move up the pay scale within the maximum timeframes above, that employee may challenge such failure by way of personal grievance under s103(1)(b) of the Employment Relations Act 2000.

The personal grievance process is one unions will support their members through.

The Government will fund employers for two days per employee per year as its contribution to education and training.

### Maintaining the value of the pay rates

If the Labour Cost Index across all industries for the period 1 July 2017 to 30 June 2021 moves on average by more than 1.7% annually then the figures in the above tables applying from 1 July 2021 will be increased accordingly.

### Extinguishing of Service and Qualifications allowances

From 1st July 2017, care and support workers covered by this agreement will no longer receive any separate ongoing service allowances or qualification allowances. This is because service and qualifications are incorporated into the new payscale.

### Weekend and Night Penal Rates

Should any care and support worker employment agreement have a night or weekend penal rate (as opposed to a weekend or night shift allowance) calculated as a percentage of the base rate those penal rates for care and support workers covered by this settlement shall be converted into an allowance based on the dollar amount paid for that weekend/night rate in employment agreement wage scales as at 30 June 2017 and paid on top of the new pay rates.

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