

# NSNZ NOTICE – HOSPICE NURSING STAFF PAY EQUITY CLAIM

**This brief notice is for members employed in hospices.**

- As you may be aware a pay equity (PE) claim has been submitted for nursing staff employed by hospices. That claim involves 28 hospices and is being submitted by the NZNO. PE claims are covered by special legislation.
- Although the claim is submitted by the NZNO it applies to all nursing staff within hospices regardless of union membership. Despite that fact that we have our own collective employment agreements in the sector we are not submitting a separate PE claim.
- Under the relevant legislation there can only be a single PE claim for the same occupational group. If more than one union submits a claim these claims have to be merged. Hence there is no merit in submitting a separate claim.
- Moreover, under the dedicated legislation governing PE claims the following applies:
  - the claim covers all employees in the sector irrespective of union membership
  - no union can require anyone to be a member to be part of the claim or to receive the benefits of the PE claim
  - no union can charge a fee of any type for any employee to receive the benefits of the claim
  - all employees regardless of union membership must receive all the benefits of the claim (meaning any pay increases, backpay or lump sums).
- We are being kept informed with progress and developments with the claim.

**NURSES SOCIETY OF NEW ZEALAND *Te Kāhui Tapuhi o Aotearoa & Te Uniana o NSNZ***



1 December 2023