

NSNZ NOTICE – PRIMARY CARE PAY EQUITY CLAIM

This brief notice is for members employed in primary care.

- As you may be aware a pay equity (PE) claim has been submitted for all nursing staff employed in primary care. PE claims are covered by special legislation.
- Although the claim is submitted by the NZNO it applies to all nursing staff within the sector regardless of union membership.
- 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 PE legislation the following applies:
 - the claim covers all employees in the sector irrespective of union membership
 - no union can require anyone to be a member in order to be part of the claim or to receive the benefits of the 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 on progress and developments with the claim and will provide updates to members as they arise.

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



15 December 2023