

NSNZ NOTICE – Pay Equity Update

A brief notice concerning the DHB pay equity settlement.

- A further reminder to members that the DHB pay equity (PE) claim and proposed settlement covers all nursing staff in DHBs regardless of union affiliation.
- **At the start of the process a number of years ago we advised members not to opt out of the PE claim. That remains our recommendation.**
- This was partly because the PE claim and settlement applies to all nurses. Additionally, realistically negotiating individual PE claims would be arguably too complicated and it could have unexpected consequences.
- At the beginning of the PE process, we ruled out submitting a separate PE claim. The main reasons for this included:
 - Firstly, submitting a separate claim risked causing delays with a process that had the real potential to be dogged by delays.
 - Secondly, under the PE legislation if more than one union lodges a PE claim for the same occupational group the claims have to be consolidated into a single claim. That would be problematical and potentially pointless.
- PE claims are different from normal collective employment agreement and individual employment agreement bargaining. The process is done under separate legislation.
- Obviously, our members are union members, but for the purposes of the PE claim are treated as non-union members.
- Because the PE claim is now being referred to the Employment Relations Authority (ERA) it is impossible to offer a timeframe on when the claim will be settled. Regardless the legislation is clear, the benefits of any settlement have to be applied to all DHB nursing staff regardless of union membership.

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



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