



ALLIED, SCIENTIFIC AND TECHNICAL PAY  
EQUITY

Settlement FAQs

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# SECTION ONE: PAYSCALES

## What changes have been made to the payscales?

### **New senior scale for degree-based designated positions roles:**

All degree-based designated positions will transfer to a new designated scale. This scale consists of six grades, most of which have three steps. Unless otherwise stated, movement through the three steps in a designated grade is automatic. Movement between grades can only occur through appointment into a new role.

### **Recognition steps for degree-based roles:**

The Merit steps have been replaced with a new “Recognition System” and associated steps.

### **Non-degree/technical scale split into two:**

We have established A and B scales for core non-degree/technical professions.

### **New scale for non-degree/technical designated positions:**

All designated positions in non-degree/technical positions will transfer to a new designated scale. This scale consists of four steps. Movement within this scale is based on appointment into a different position.

## Where do I fit into the new scales?

**Degree-based scale:** Any professions that were previously paid on this scale will continue to be. Some Hauora Māori worker roles will also be moved onto this scale. We will shortly be undertaking a process to determine which Hauora Māori roles will be included on this scale.

### **Non-degree/technical scale A:**

- Sterile Sciences Technicians.
- Phlebotomy
- Pharmacy Assistants and Laboratory Assistants

**Non-degree/technical scale B:** All other non-degree/technical roles, and Assistant roles.

**Degree-based advanced & designated positions:** You will be moved into one of the six new “Senior” grades.

**Non-degree/technical advanced & designated positions:** You will be moved into one of the four “designated” pay steps on the non-degree/technical scale.

## How will I translate to my new pay scale?

Where you currently sit	Where you translate
<b>Degree-based scale, steps 1-10</b>	Equivalent step on the new structure (eg. step 7 to step 7, step 10 to recognition step 2).
<b>Degree-based scale, steps 11+</b> (but not in designated position)	This differs based on profession/current salary scale, please either refer to the profession-specific newsletter that was sent between 2-4 October 2023, or contact us.
<b>Degree based scale, designated position</b>	<p>Again, this differs depending on your collective agreement and where your rates fall compared to others. Most degree-based professions will be able to follow the below:</p> <p>You will translate to the new designated position scale as follows:</p> <ul style="list-style-type: none"> <li>• Step 8 moves to DA1</li> <li>• Step 9 moves to DA2</li> <li>• Step 10 moves to DA3</li> <li>• Step 11 moves to DB2</li> <li>• Step 12 moves to DB3</li> <li>• Step 13 moves to DC2</li> <li>• Step 14 moves to DC3</li> <li>• Step 15 moves to DD2</li> <li>• Step 16 moves to DD3</li> <li>• Step 17 moves to DE2</li> <li>• Step 18 moves to DE3</li> <li>• Step 19 moves to DF2</li> <li>• Step 20 moves to DF3</li> </ul>
<b>Non-Degree/Technical:</b> Sterile Sciences Technicians, Phlebotomists, Pharmacy Assistants, Laboratory Assistants and certain trainees	<p>You will move to Technical/Non-degree qualified scale A.</p> <p>The step that you will be on will reflect your years of service (eg. someone who has done 5+ years of service will be on step 5)</p>
<b>Non-Degree/Technical &amp; other Assistants:</b> Everyone else not in designated positions	<p>You will move to Technical/Non-degree qualified scale B.</p> <p>The step that you will be on will reflect your years of service (eg. someone who has done 5+ years of service will be on step 5)</p>
<b>Non-Degree/Technical:</b> Designated positions	<p>You will move to Technical/Non-degree Designated salary scales.</p> <p>The step that you will be on will be based on your career framework.</p>

## SECTION TWO: PAY INCREASES

### What is my pay increase?

The following increases should apply to most, but not all roles under these scales. The exact increase differs depending on what step you are on in your scale. The best way to determine your pay increase is to check what step you will translate to under the new agreement.

As claimants in Auckland have previously been paid 1% less than claimants in the Rest of New Zealand, their pay increase appears as 1% higher to bring them to the new national rate.

Scale	RONZ increase	Auckland increase
Degree based:	20%-21%	21%-22%
Designated positions (degree based):	2%-20%	2%-21%
Non-degree/technical scale A:	10%-15%	11%-16%
Non-degree/technical scale B:	12%-21%	13%-22%
Assistants	19%-22%	20%-23%
Pharmacy & Laboratory Assistants	12%-17%	13%-18%

### How did you arrive at the figures for the new pay rates?

We conducted a comprehensive assessment to understand the value of claimant roles. This showed that claimants fell into three distinct clusters (Degree-based, non-degree A, non-degree B). At the same time, we also conducted an assessment process to determine the value of our comparator roles.

Following this, we ran through a range of calculations and other scenarios using the values for our clusters and the comparator roles. These scenarios gave us a broad range for the level of undervaluation for each of our clusters.

We then brought these ranges into negotiations with the employer. The bargaining process involved both negotiating to find an agreed pay rate that fell within the range of undervaluation for each cluster.

## SECTION THREE: LUMP SUM PAYMENTS AND BACKPAY

### What are the backpay & lump sum payments?

There are three components to your backpay & lump sums:

#### 1: Backpay for interim pay increase (to 30<sup>th</sup> Nov 2022)

- This offer includes an interim pay increase to your salary of \$4000, effective from 30<sup>th</sup> November 2022. You will receive a lump sum payment to reflect the backpay for this

increase. This lump sum payment will be pro-rata (eg. reflects your actual hours worked) and will account for any overtime or penal rates. This lump sum payment will be taxed.

## **2: Backpay to effective date for application of claim (1<sup>st</sup> June 2023)**

- We have agreed that the effective date for application of the claim (eg. the date that it takes effect) is June 1<sup>st</sup>. This means you will receive a lump sum representing backpay for your pay increase from June 1<sup>st</sup>. This lump sum payment will be pro-rata (eg. reflects your actual hours worked) and will account for any overtime or penal rates. This lump sum payment will be taxed.

## **3: Lump sum in recognition of delay.**

- This offer includes a one-off lump sum payment of \$10,000. This payment will be pro-rated according to the length of your employment under Te Whatu Ora over the 12-month period prior to Settlement Date, and by the greater of your contracted FTE or actual hours work over the 12-month period prior to Settlement Date (eg. if you work full time, you will receive the full payment. If you work 20 hours a week, you will receive half of the full payment. If your contracted hours differ to actual hours worked, the greater of the two amounts will be used) This payment does not include overtime or penal rates. This lump sum payment will be taxed.

There are some important dates to get your head around.

- **30 November 2022** – the date we had endeavoured to get an ‘interim’ payment to the workforce to reflect a portion of the entire salary increase. This date slipped and it was decided that rather than hold up the entire process, this interim payment would be encompassed in the final settlement.
- **1 June 2023** – the effective date that the full salary increase owed shall come into effect (retrospectively).
- **2 October 2023** – the Settlement Date, i.e. the date on which the unions received the signed settlement offer from Te Whatu Ora.

## **Will the lump sum payments be taxed?**

Yes.

## **How much will I receive after tax?**

We are not able to calculate how much you will receive after tax.

The amount you will receive will differ depending on your individual circumstances (e.g. hours worked, student loan & KiwiSaver payments, tax codes, tax rate etc.)

To get an indicative figure for your payments after tax, [you can use this online IRD calculator.](#)

## SECTION FOUR: MERIT

### Has Merit been abolished?

Yes. For now, the new Recognition steps in the core degree scale replace the previous Merit system going forward. Check below for more information on the new process.

### What's happened to the Merit steps?

Merit steps have been removed from the Senior grades. These grades will have fully automatic progression within each band. Moving to another designated band will require being appointed to a higher designated role at this stage.

The core scale for degree-based roles now includes two "Recognition" steps instead of Merit steps. These steps can be accessed through the new Recognition system (see below)

### What is the Recognition system and how does it work?

The Recognition system was put in place to try resolve any inequities the Merit/CASP systems may have caused to occur between male and female colleagues. The process for obtaining these Recognition steps is outlined across pages 11-12 of the settlement document. The other relevant document is the Guidelines for Expectations of Professional Practice of Allied Health, Scientific and Technical Professions (GEPP) 2023.

### What happens if I am currently undertaking a Merit project?

It was agreed that any current merit processes would continue to their completion. Please let us know if you face any issues around this.

## SECTION FIVE: ASSESSMENT

### Which roles were found not to be undervalued in this process?

Sex-based undervaluation was not established for:

- Sonographers
- Psychologists
- Medical Physicists
- MRI and Nuclear Medicine
- Perfusionists

Therefore, the current salary scales and terms and conditions for these groups have not changed.

## What comparator roles were used for this claim?

The following male dominated roles were used as comparators:

- Detectives.
- Detective Sergeants.
- Detective Senior Sergeants.
- Travelling Technical Specialists (Veterinary)
- Veterinary Technical Specialists.
- Senior Veterinary Technical Specialists.
- Fisheries Officers.

## Why are the comparator roles very different to my position?

Pay Equity is not about comparing roles that do similar work or have similar qualifications. It is about comparing female dominated roles with male dominated roles that may be different, but that have **equal value**.

We are not able to compare your work to other health roles that may feel more similar, as these are all female-dominated roles and the Equal Pay Act requires us to only use male-dominated professions as comparators.

## SECTION SIX: ELIGIBILITY

### How will people on parental leave or ACC be affected?

**New pay rates:** If you are on paid leave, then your payments will increase at the same time as everyone else.

**Lump sum payments/backpay:** These payments will be available once you return to work. When this occurs, you will need to apply to receive the lump sum payments. This is a requirement of New Zealand law, and not a decision made by the unions or employer.

### Will former employees of Te Whatu Ora be included in the settlement?

Yes.

Any person who left employment between 30<sup>th</sup> November 2022-1<sup>st</sup> June 2023 will receive the interim pay increase backpay, pro-rated to the date they left employment.

Any person who left employment between 1<sup>st</sup> June 2023 to the date of settlement will receive the interim pay increase backpay and the lump sum payment, pro-rated to the date they left employment.



Former employees will be able to apply to receive this payment through the Te Whatu Ora website. We do not yet have a timeframe for this to occur.

### **Will casual workers be included in the settlement?**

Yes. Casual workers will receive the increase in rates, backpay and lump sum payments. Payments will be calculated based on actual hours worked by a casual worker in the 12 months prior to settlement (and also length of service if they began employment during this time frame).

### **My role isn't included in the list of covered occupations, does that mean I'm excluded?**

No. The list of roles included in the offer is indicative only. If your work is similar to any on the list, has an alternative title, or is paid under an Allied Health Collective Agreement, then you are likely to be covered. Please contact us if you are unsure.

## **SECTION SEVEN: MAINTAINING PAY EQUITY**

### **How will we ensure that we don't fall behind again?**

The Equal Pay Act requires all settlements to include a "maintenance process" to ensure that gendered pay undervaluation does not come back.

This offer establishes the following process:

- The parties will meet no later than two years after the settlement of the claim to review the Pay Equity rate.
- The parties will determine any adjustment to the Pay Equity rate based on changes in the pay rates for the male-dominated comparator roles. The parties are also able to include any other factors deemed relevant in this process.
- Each subsequent review must occur no later than three years after the close of the previous review.

## **SECTION EIGHT: NEXT STEPS**

### **When will voting begin?**

The ballot will be sent to APEX members promptly on Monday 9<sup>th</sup> October. You should receive a SurveyMonkey ballot, much like when we ballot members for bargaining settlements. This will be sent to the personal email we have on file, please let us or your delegate know if you do not receive anything.

## How long will it take for payments to go through?

Te Whatu Ora has advised us in good faith that it is unable to provide a concrete timeline for the implementation of the claim. This is due to unprecedented demand on the payroll system, due to the ongoing implementation of, among other things, two other Pay Equity settlements, three other collective bargaining settlements, and the Holidays Act payments.

Te Whatu Ora has committed to implementing this settlement as soon as possible. This may include splitting the settlement up into different payments (eg. lump sum, backpay, implementation of rates paid in different parts).

We know that this is a priority issue for you. We will be working closely with Te Whatu Ora on the implementation of this settlement and will be regularly in touch with you to advise on progress.

## Review of designated positions

We currently do not have a set timeframe for this.

## Review of career frameworks

We currently do not have a set timeframe for this, however creation/review of these have been ongoing for some groups/districts prior to this settlement.

# SECTION NINE: OTHER

## How does this offer compare to other Pay Equity settlements in the health sector?

This settlement was negotiated based on the intrinsic value of Allied, Public Health, Scientific and Technical work, compared against male dominated comparator positions. It did not include any formal comparison with other health professions.

## Why is the bargaining team recommending this offer?

We are confident that the new pay rates resolve historic gendered undervaluation of the Allied, Scientific and Technical workforces, based on the evidence of undervaluation demonstrated by the assessment process.

## What happens if we reject the offer?

If the offer is rejected, we would go back into negotiations. Our assessment is that it is unlikely that this would result in a better offer than the one currently on the table.

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