

MAKE A “REMARKABLE DIFFERENCE” – JOIN THE FIGHT FOR EQUAL PAY

The Public Service Association | Te Pūkenga Here Tikanga Mahi has a proud history of advocating for equal pay. Since the first year of the PSA in 1913, we’ve been striving to address pay and employment inequities experienced by women.

- **2017** - A \$2.2 billion care and support settlement raised wages for 55,000 workers in this sector
- **June 2018** - Following agreement with unions including the PSA, the Government extended the 2017 care and support workers’ pay equity settlement to include **mental health and addiction support workers**. The agreement gave a pay rise to 5000 workers in the sector.
- **September 2018** - The PSA and Oranga Tamariki agreed on a pay equity settlement that achieved a 30% average lift in the salaries of **1300 social workers** over 2018-2019. The settlement recognised the historic and ongoing gender-based undervaluation of the social work profession.
- **February 2019** - PSA members appeared before the Education and Workforce Select Committee to make the case for **strengthening equal pay legislation** where they spoke about the impact of being undervalued for working in female dominated occupations. PSA member Judy Robb said the care and support workers’ settlement had made a “remarkable difference”, enabling her to give up one of her two jobs. New legislation was achieved in 2020.
- **April 2019** - A petition supporting an equal pay claim for underpaid **DHB administration workers** was presented to parliament with more than 12,500 signatures. This raised awareness of the vital role administrative workers play in keeping the health system running smoothly. The PSA and DHBs have completed a report on the undervaluation of these workers. Member voted on an interim settlement at the end of 2020.
- **2020/2021** - The PSA are now assessing the work of **Mental Health and Public Health Nursing, and Allied Public Health and Technical** as part of our equal pay claims with district health boards.
- **2021** - Te Rūnanga on Ngā Toa Āwhina are continuing their work on the **Mana Wahine claim** with the Waitangi Tribunal. The claim seeks to highlight inequities that have disadvantaged generations of wāhine Māori in the workplace.
- **2021** - Pasefika women suffer the largest pay gap in the public sector, and our Pasefika Network are developing **Pasefika pay gap principles** to help tackle the issue. Research is also underway into the implementation of EEO policies by agencies with large Pasefika workforces.
- **2021** – In 2019 the PSA raised pay equity claims for library assistants in councils; admin clerical, support workers and social workers in our CPS sector; and admin clerical in public service/kainga Ora and ACC. All of these claims are working through a joint work assessment process.
- To find out more visit www.psa.org.nz/equalpay

PSA President Benedict Ferguson says equal pay has long been one of the union’s key goals and we will continue to support workers as they fight for pay rates that reflect the challenging nature of their jobs.

SO SIGN UP TO BE AN EQUAL PAY ADVOCATE AND HELP IMPROVE THE LIVES OF WOMEN ACROSS OUR UNION!



