



19 February 2019

**Information requested by the Education and Workforce Select Committee during presentation of the Initial Briefing on the Equal Pay Amendment Bill on 13 February 2019**

**Purpose**

1. This paper provides the additional information sought by the Committee in relation to the Equal Pay Amendment Bill (the Bill) at its meeting on 13 February 2019.
2. The Committee requested information on the existing pay equity claims that may potentially be impacted by the transitional provisions in Schedule 1 of the Bill.

**Response**

3. The following table sets out the current pay equity claims in the State sector, that officials are currently aware of, however, the number of claims is dynamic. The transitional provisions in the Bill would apply to these claims.
4. There may be further existing claims in the private sector that would also be subject to the transitional provisions in the Bill however we are not aware of any.

**Pay equity claims in the State sector**

<b>Workforce</b>	<b>Union and date</b>
Support staff in schools employed by school Boards of Trustees, starting with Teacher Aides. Approximately 21,900 employees (11,182 FTEs) for 2017 calendar year.	Claim raised by the NZEI Te Riu Roa in collective agreement negotiations in early 2017.
Nurses and Midwives employed by District Health Boards (DHBs) covering approximately 22,300 FTEs.	Claim raised by the NZNO in the 2017/18 collective agreement negotiations.
DHB employed Midwives who are members of Midwifery Employment Relations Advisory Service (MERAS).	Claim raised by MERAS and provided to DHBs on 15 June 2018.
Nurses employed by three Auckland DHBs.	Claim raised by the Public Service Association (PSA) on 24 July 2018.
Nurses employed by the non-Auckland DHBs .	Claim raised by the PSA on 24 July 2018.
Allied and Technical Health Workers employed by three Auckland DHBs.	Claim raised by the PSA on 24 July 2018.

Workforce	Union and date
Allied and Technical Health Workers employed by the non-Auckland DHBs.	Claim raised by the PSA on 24 July 2018.
Administration/Clerical workers employed by DHBs, covering approximately 6,800 FTEs.	Claim raised by the PSA on 18 April 2018.
Support Officers employed by the Ministry of Primary Industries, covering approximately 165 employees.	Claim notified by the PSA to the Ministry for Primary Industries in December 2017, following completion of collective agreement negotiations.
Part Time Secondary Teachers employed by School Boards of Trustees, covering approximately 4,137 employees, (2,177 FTEs) for 2017 calendar year.	Claim filed in the Employment Relations Authority under grounds of Pay Equity by the New Zealand Post Primary Teachers' Association dated 3 July 2017. It has since been removed to the Employment Court.
<p>Teachers (including unqualified or in-training) in private early childhood centres that are covered by the:</p> <ul style="list-style-type: none"> <li>• Early Childhood Education Agreement of Aotearoa New Zealand (ECE collective agreement)</li> <li>• Salvation Army collective agreement (this claim may include support staff)</li> </ul> <p>Barnados collective agreement.</p>	<p>The three claims were raised by NZEI Te Riu Roa as a part of the settlement of three collective agreements in approximately July 2018.</p> <p>Note that these employees work for employers in the private sector that receive State funding. The number of FTEs is unknown.</p> <p>NB. These collective agreements are not negotiated by the Secretary for Education.</p>
In-training and unqualified teaching assistants, Administrators and Teacher Aides in kindergartens covered by the Kindergarten Associations Support Staff Collective Agreement. This includes 11 kindergarten associations and 392 kindergartens.	<p>Employees are employed by the association or kindergarten which receive State funding. Claims raised by NZEI Te Riu Roa as part of the settlement of the Kindergarten Associations Support Staff Collective Agreement in November 2018.</p> <p>NB. This collective agreement is not negotiated by the Secretary for Education.</p>