
All District Health Boards

Media release

Historic Pay Equity settlement

An historic agreement has been ratified that addresses a long-standing undervaluation of a workforce that is critical to the smooth running of our hospitals and the delivery of healthcare.

DHB spokesperson Jim Green says the pay equity settlement covers more than 10,000 people in the Health Administration workforce across District Health Boards.

“Over 90 percent of the people in these key administration and clerical roles are women, and their work has been historically undervalued – this settlement puts it right.

“It’s been an enormous undertaking to get to this point and it is important to acknowledge the tireless work of the PSA and the DHBs’ team over the 4 years this work has taken.”

Mr Green says the new pay system agreed with the PSA provides a standard structure for more than 1500 roles across 20 DHBs with previously widely variable rates.

The following are examples of individual increases on annual full time pay rates for people who translate to the new top-step rate – including a \$2,500 adjustment paid since late 2020:

- Ward Clerk, South Island: \$48,740 to \$68,340 – an increase of 40%
- Clinical Coder, Auckland: \$51,753 to \$69,340 – an increase of 34%
- Health Records Clerk North Island: \$50,840 to \$57,630 – an increase of 13%

The increases for individuals vary greatly, with people on lower starting points seeing substantial increases while those who were being paid closer to the final agreed rates receiving smaller increases.

Each person covered will also receive a \$2500 pro-rated lump sum recognising the delay since the interim pay adjustment of 30 November 2020.

“The settlement provides something this group has never had before – consistent national pay rates as part of a job banding structure.

“Just as importantly, it also provides a process to maintain pay equity in the future.

“The union has worked in partnership with the DHBs to reach this outcome, which will have a substantial impact on lifting the pay of a low paid, female-dominated workforce.

“It has been a long time in the making and I want to congratulate those who’ve worked long and hard to get us to this point. It would not have been possible without the commitment and goodwill of all those involved, including the Government’s support for addressing this issue.








“The Health Administration workforce makes a critical contribution to health services for New Zealanders – this pay equity settlement recognises that and will make a significant difference to them, their whānau and the wider community.”

Mr Green says this is the first of four pay equity settlements in the health sector with agreements expected in Nursing, Midwifery and Allied Health within the next 12 months.

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National Health Administration and Clerical Pay Equity Settlement

Key elements of the settlement

	<p>New National Pay Rates</p> <p>DHBs and the PSA have agreed a new National Pay Scale (with bands and steps) for the administration and clerical workforce informed by the evidence gathered by the bipartite pay equity investigation and agreed through bargaining. The new pay system corrects historic sex-based undervaluation of this workforce.</p> <p>The new pay scale will have an effective date of 1 January 2022.</p>
	<p>National Role Profiles</p> <p>The National Health Administration Workers Role Profiles are a set of generalised descriptions of administration and clerical roles. Their main purpose is to standardise pay rates for like administration roles and those of like value, within and across DHBs. They are not designed to be a perfect fit for every role, but the roles of all DHB employees covered by the claim should be able to be mapped to one of the profiles. Using national role profiles is efficient and transparent.</p>
	<p>Lump Sum Payment</p> <p>A \$2,500 lump sum payment will be made to acknowledge the delay in reaching settlement since the date of the interim pay adjustment of 30 November 2020.</p> <p>Note: The interim adjustment of up to \$2,500 on base rates was agreed from 30 November 2021 as a step towards this settlement in acknowledging the additional work and time needed to create this new national pay structure.</p>
	<p>Simplified Progression</p> <p>Progression through steps in a band is through automatic yearly progression. Once the new pay structure is implemented administration and clerical staff will continue to progress annually through the steps within their assigned band.</p>
	<p>A specialist Framework for Clinical Coders</p> <p>The work of coders has its own training and qualification framework, so this has been reflected in the pay and progression framework for coders.</p>
	<p>Translation and Appeals</p> <p>All existing roles will be mapped to a National Role Profile with an assigned pay band with a number of pay steps. The step employees translate to will be based on the time in their current role.</p> <p>An agreed appeal process is included in the proposed settlement. It will be available once people have been informed of their final mapping and step translation.</p>
	<p>A process to maintain pay equity in the future</p> <p>The legislation requires DHBs and the PSA to agree how to make sure undervaluation does not occur again in the future. This will be carried out through a joint review process aligned with future collective agreement negotiations for the Health Administration and Clerical workforce.</p>

All administration and clerical employees covered by this agreement were provided with information outlining which National Role Profile they have been mapped to.

DHBs and the PSA have agreed a separate process mapping out how the new pay structure will operate on an ongoing basis.

Administration and Clerical Pay Scales

Administration And Clerical Pay Equity Rates									
Band	Maximum Rate	Number of steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Band 7	86,700	7	73,695	75,863	78,030	80,198	82,365	84,533	86,700
Band 6	81,600	7	71,196	72,930	74,664	76,398	78,132	79,866	81,600
Band 5	75,480	6	67,932	69,442	70,951	72,461	73,970	75,480	
Band 4	72,114	6	64,903	66,345	67,787	69,229	70,672	72,114	
Band 3	68,340	5	59,627	61,805	63,984	66,161	68,340		
Band 2	63,240	4	55,177	57,865	60,552	63,240			
Band 1	57,630	3	51,291	54,461	57,630				

Clinical Coders Pay Scale

Levels		Level Value	Tertiary Adjustment	Note
Level 0	Trainee / Apprentice	69,360		This is fully managed
Level 1	Novice	71,652	No change	
Level 2	Developing	74,019	No Change	
Level 3	Competent	76,464	6.5%	Added to base
Level 4	Proficient	78,990	8%	Added to base
Level 5	Expert	81,600	10%	Added to base
Level 6	Auditor	86,700	10%	Appointed role

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