

**Midwives Pay Equity Claim Settlement**

**FAQs**

**October 2023**



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Next Steps and General Questions

1. What is the current status of the Midwives’ Pay Equity claim?

Te Whatu Ora, Midwifery Employee Representation & Advisory Service (MERAS) and New Zealand Nurses Organisation (NZNO) have been working together through the pay equity process.

In a recent ballot, our midwifery staff voted overwhelmingly in favour of the proposed midwifery pay equity settlement. The settlement is an agreement between MERAS, NZNO, and Te Whatu Ora to settle the pay equity claim for Midwifery, which includes adjusting the previous interim rates applied from April 2022.

Pay rates will be amended as detailed below and back payments as detailed below will be paid.

Additional details regarding the settlement can be found on the [Te Whatu Ora website](https://www.tewhatuora.govt.nz/whats-happening/what-to-expect/for-the-health-workforce/employment-relations/pay-equity/#midwifery)

1. Who is covered by the Midwives Pay Equity claim?

The pay equity settlement covers work being undertaken by senior midwives, registered midwives, and maternity care assistants employed by Te Whatu Ora.

For clarity, if a midwifery role comes within coverage of the relevant MERAS or NZNO collective agreements then it is covered by the pay equity settlement, regardless of whether the employee is a member of one of the unions or not. If the role is not within the coverage of one of the relevant collective agreements, then it is not covered by the midwifery pay equity settlement (e.g., Directors of Midwifery, Associate Directors of Midwifery or equivalent roles). Nurses are excluded from this as they are covered by a separate pay equity settlement.

It does not include employees outside Te Whatu Ora.

Settlement Payments

Lump Sum Payment (In recognition of prior work 1 January 2020 to 3 April 2022)

In addition to previous lump sum payments that have been made, current employees covered by the Midwifery pay equity claim will receive:

* **A further lump sum payment of $15,000 (gross) pro-rated by:**
	+ Service, across the period 1 January 2020 to 3 April 2022

and

* + FTE, based on the greater of your contracted FTE as at 3 April 2022, and your actual hours worked (excluding overtime and call back, and up to the equivalent of 1 FTE), for the period 1 January 2020 to 3 April 2022.

In situations where an employee has been employed by more than one District during the period above, the currently employing District will be responsible for payment and funding of the lump sum.

1. When will I receive payments?

It is agreed within the settlement that this should be paid to current employees within four months of approval of the settlement.

Please note some variance at a local District level may be caused by other scheduled payroll implementations such as Holiday’s Act.

1. What if I have had a period of parental leave/paid leave/ACC cover during this period?

These will be included as service for calculations if related to a role covered by the pay equity claim, up to the equivalent of 1 FTE.

1. What if I am currently on a period of parental leave/unpaid leave/ACC cover?

Employees on parental leave and/or receiving ACC weekly compensation, who meet the eligibility criteria for the relevant lump sum payment, will receive the payment on written application after they return to work from the relevant period of leave (or in their final pay if they do not return to work). Such employees can receive lump-sum payments while on leave without pay (as defined above) and/or receiving ACC weekly compensation on written application. It is recommended that, before making a written application, such employees should consider the potential impact of payment of a lump-sum on any other income/compensation they are in receipt of while on extended leave.

1. What if I was seconded to a role that is not covered by the pay equity claim?

If the secondment to a role not covered by the Midwifery pay equity claim was in place for the whole period between 1 January 2020 and 3 April 2022, then you are not eligible for the lump sum payment. If the secondment was only in place for a portion of this time period, with the remainder in a role/s covered by the pay equity claim, then you will be entitled to a pro-rated lump sum payment.

1. What if I have changed roles?

All service in roles covered by the Midwifery pay equity claim in the period 1 January 2020 and 3 April 2022, will be considered in the payment of the lump sum up to the equivalent of 1 FTE.

1. What if I am or have been employed by multiple districts?

All service in roles covered by the Midwifery pay equity claim in the period 1 January 2020 and 3 April 2022, will be considered in the payment of the lump sum up to the equivalent of 1 FTE.

For lump sum payments, the currently employing District will be responsible for payment of the lump sum.

1. What if I opted out of the Midwifery Pay Equity claim?

The settlement only applies to employees who are covered by the Midwifery pay equity claim.

The benefits of the settlement will be offered to midwives who have opted out of the claim at a later date (date to be confirmed).

Translation To Amended Rates

The amended rates will be effective from the settlement date. Back pay will be paid for the period 3 April 2022 to the date of amended rates being implemented.

1. What are the new steps/rates?

Please see amended rates in Appendix A.

1. When will the amended rates be implemented?

It is agreed within the settlement that amended rates should be implemented within 6 weeks of approval of the settlement.

Please note some variance at a local District level may be caused by other scheduled payroll implementations such as Holiday’s Act.

1. When will I receive the back pay for the amended rates?

It is agreed within the settlement that any lump sums or backpay should be implemented within 4 months of approval of the settlement.

Please note some variance at a local District level may be caused by other scheduled payroll implementations such as Holiday’s Act.

1. What is my salary anniversary date?

For most individuals, your start date in your current role will be the salary anniversary date.  For the majority this date is the date recorded for the purpose of time in role.

For anyone that has transferred between Districts, you will need to check whether the start date in the new District or the transferred salary increment date from your previous District has been used.

1. Step Translation in the new Rates for Grade 3

In the settlement, employees on Step 1, Grade 3 of the current Senior Midwifery scale will translate to Step 2, Grade 3 upon the Settlement Date. Employees will receive backpay to 4 April 2022, as per question 12, on the basis of this new rate.

Incorrect Payments

1. What if I believe I have been placed on the wrong rate or received an incorrect payment?

Any errors to payments should be discussed with your local payroll team.

Former Employees

1. What if I have left the employment of Te Whatu Ora?

Employees covered by the Midwifery pay equity claim whose employment terminated between 1 January 2020 and 3 April 2022 will be eligible for a portion of the lump sum recognition of prior work payment (prorated by the criteria set out in Section 3).

Employees covered by the Midwifery pay equity claim who left the employment of Te Whatu Ora in the period between 4 April 2022 and date of approval of the Terms of Settlement would also receive back pay for any relevant service during that time period.

As Te Whatu Ora will not necessarily have complete or current contact details for eligible former employees, you will need to download the form from the Te Whatu Ora website and complete for each District of employment to apply for any back pay that may be owing. Lump sum payments will be made by the last District of employment.

Those who left the employment of Te Whatu Ora prior to 1 January 2020 are not eligible for any payments.

1. When will former employees receive payments?

Please note that whilst the relevant teams will look to process payments for eligible former employees as soon as is feasible, the volume and complexity of the work means we are unable to give a timeframe for when the payments will be made post application.

1. As a former employee, how do I apply?

Please email the completed [form](https://crisp.sharepoint.com/sites/ER/Pay%20Equity/ALL%20PE%20Claims/Midwives/j%20Implementation/Final%20Settlement/Final%20Midwifery%20Pay%20Equity%20Application%20for%20Previous%20Employees_Form%20To%20Complete_TWO%20Format%20.docx) to each of your relevant District contacts as below:

|  |  |
| --- | --- |
| District | Email to send form |
| **Auckland**  | askHR@adhb.govt.nz  |
| **Bay of Plenty**  | employeesolutions@bopdhb.govt.nz  |
| **Canterbury**  | people@cdhb.health.nz  |
| **Cap Coast**  | payrollsupport@ccdhb.org.nz |
| **Counties Manukau**  | staffservicecentre@healthsourcenz.co.nz  |
| **Hawkes Bay**  | payroll@hbdhb.govt.nz  |
| **Hutt Valley**  | payroll@huttvalleydhb.org.nz  |
| **Lakes**  | HR.Help@lakesdhb.govt.nz  |
| **MidCentral**  | Payroll.Support@midcentraldhb.govt.nz  |
| **Nelson Marlborough**  | payroll@nmdhb.govt.nz  |
| **Northland**  | payroll@northlanddhb.org.nz  |
| **South Canterbury**  | payroll@scdhb.health.nz  |
| **Southern**  | Payrollhelp@southerndhb.govt.nz  |
| **Tairawhiti**  | Payroll.Support@tdh.org.nz  |
| **Taranaki**  | Payroll.Helpdesk@tdhb.org.nz  |
| **Waikato**  | HRCOE@waikatodhb.health.nz  |
| **Wairarapa**  | RES-HREnquiries@wairarapa.dhb.org.nz  |
| **Waitemata**  | staffservicecentre@healthsourcenz.co.nz  |

Appendix A –Amended Rate Tables

|  |  |
| --- | --- |
| **Core Midwives** | **Amended rates effective 4 April 2022** |
| **Step 7** | 100,862 |
| **Step 6** | 97,958 |
| **Step 5** | 95,074 |
| **Step 4** | 85,568 |
| **Step 3** | 80,988 |
| **Step 2** | 76,235 |
| **Step 1**  | N/A |
|   |   |
| **Community Midwives** | **Amended rates effective 4 April 2022** |
| **Step 8\*** | 108,345 |
| **Step 7\*** | 103,229 |
| **Step 6\*** | 100,707 |
| **Step 5** | 96,328 |
| **Step 4** | 86,696 |
| **Step 3** | 82,056 |
| **Step 2** | 77,240 |
| **Step 1** | N/A  |
|   |   |
| **Maternity Care Assistants** | **Amended rates effective 4 April 2022** |
| **Step 5** | 64,309 |
| **Step 4** | 62,437 |
| **Step 3** | 61,330 |
| **Step 2** | 57,486 |
| **Step 1** | 54,100 |
|   |   |
| **Caseload Midwives**  | **Amended rates effective 4 April 2022** |
| **Step 2** | 125,069 |
| **Step 1** | 123,052 |
|   |   |
| **Senior Midwives** | **Amended rates effective 4 April 2022** |
| **Grade 3** | removed  |
| 106,810 |
| 114,087 |
| **Grade 4** | 108,785 |
| 112,741 |
| 120,199 |
| **Grade 5** |  114,718 |
| 118,678 |
|  126,309 |
| **Grade 6** | 119,676 |
| 122,633 |
| 130,386 |
| **Grade 7** | 123,541 |
| 127,653 |
| 133,041 |
| **Grade 8** | 127,830 |
| 134,753 |
| 141,679 |
| 153,060 |