

**Allied, Scientific and Technical Pay Equity Claim Settlement**

**FAQ’s**

**October 2023**



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Next Steps and General Questions

1. What is the current status of the Allied, Scientific and Technical pay equity claim?

Te Whatu Ora, APEX and PSA have been working together through the pay equity process.

In a recent ballot, our Allied, Scientific and Technical staff voted overwhelmingly in favour of the proposed Allied, Scientific and Technical pay equity settlement. The settlement is an agreement between APEX, PSA, and Te Whatu Ora to settle the pay equity claim for this group.

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/%22%20%5Cl%20%22allied-scientific-and-technical)

1. Who is covered by the Allied, Scientific and Technical Pay Equity Claim?

The pay equity claim covers all roles within the Allied, Scientific, and Technical workforce employed by Te Whatu Ora. The Claim also covers the work of employees of Te Whatu Ora whose work is the same or substantially similar to this work, but which is referred to with an alternative title.



1. Who is impacted by the Settlement?

The Settlement applies to all roles covered by the Pay Equity claim, however the below 5 occupational groups did not have sex-based undervaluation established during the Pay Equity process.

1. Sonographers
2. Psychologists
3. Medical Physicists
4. MRI and Nuclear Medicine
5. Perfusionists

As sex-based undervaluation was not established for these five occupational groups, there is no change to their existing salary scales or terms and conditions of employment.

Any following details of the settlement including new salary scales and associated terms and conditions of employment do not apply to these 5 occupational groups.

Settlement Payments

Interim Adjustment (period 30 November 2022 – 31 May 2023)

An interim adjustment of a $4,000 increase to base salary will be applied as of 30 November 2022 to the base salaries of employees in Occupational Groups where sex-based undervaluation was established (‘Undervalued Occupational Groups’) and who are covered by the Settlement Agreement.

The interim adjustment is to be applied from 30 November 2022 until 31 May 2023 (new pay equity rates are to come into effect on 1 June 2023). Employees who are eligible for this would receive backpay to take account of this interim adjustment. The back pay will be based on actual hours worked, including overtime and call back payments, for the period 30 November 22 – 31 May 23.

Individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 30 November 2022 to 31 May 2023 are eligible but need to complete the required process outlined below and on the Te Whatu Ora website.

Lump Sum Payment (Recognition of Past Work)

In recognition of past work, a lump sum payment will be made to employees in an Undervalued Occupation Group based on the below criteria:

* **A lump sum payment of $10,000 (gross) pro-rated by:**
	+ FTE (based on the greater of your full-time equivalent hours (FTE) as at 1 June 2023 or your actual hours worked (excluding overtime and call back, and up to the equivalent of 1 FTE) for the 12 month period prior to the Settlement Date and;
	+ Service, over the 12 month period prior to the settlement date.

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.

Individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 1 June 2023 to the Settlement Date are eligible for a portion of this payment (pro-rated as above) but will need to complete the required process outlined below and on the Te Whatu Ora website.

1. When will I receive payments?

The new salary scales and the payments that are part of this Settlement Agreement will be implemented by Te Whatu Ora as soon as practicable, however it is acknowledged that there are resource and system constraints to implementation for Payroll and payments will need to be scheduled alongside ongoing implementations by each District.

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

Employees eligible for the lump sum will have these included as service for the purpose of determining service length over the 12 month period prior to the settlement date.

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, would 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 in an Undervalued Occupational Group covered by the pay equity claim was in place for the whole 12 month period prior to the settlement date, 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 in an Undervalued Occupational Group 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?

Employees eligible for the lump sum will have all service in roles in an Undervalued Occupational Group covered by the pay equity claim included as service for the purpose of determining service length over the 12 month period prior to the settlement date.

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

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 Allied, Scientific, and Technical Pay Equity claim?

The settlement only covers those employees who are covered by the pay equity claim. Employees who opted out from the pay equity claim are not covered by the settlement and are therefore not entitled to any benefits of the settlement.

Translation To New Scales and Rates

If approved, the amended scales and rates would be effective from 1 June 2023.

1. What are the new rates?

Please see proposed amended rates in Appendix A.

1. What are the new scales?

**New Clinical/Degree qualified scale:**

Any professions that were previously paid on the existing degree-based scales would be on this scale. Some Hauora Māori worker roles would also be moved onto this scale. We would undertake a process to determine which Hauora Māori roles would be included on this scale.

**New Clinical/Degree qualified designated scale:**

Any professions that were previously paid on the degree-based scale in an advanced or designated position would be on this scale.

**Non-degree/Technical scale: Group A**

The below professions would be on this scale;

* Sterile Sciences Technicians.
* Phlebotomists.
* Pharmacy Assistants and Laboratory Assistants

**Non-degree/Technical scale: Group B**

The below professions would be on this scale;

* All other non-degree/technical roles and Assistant roles.

**Non-degree/Technical designated scale:**

Professions in non-degree/technical advanced or designated positions will be moved onto this scale.

1. How do I translate to the new scale/step?

Please see Translation Plan here.

1. When will the amended rates be implemented/when will I receive back payments?

The new salary scales and the payments that are part of this Settlement Agreement will be implemented by Te Whatu Ora as soon as practicable, however it is acknowledged that there are resource and system constraints to implementation for Payroll and payments would need to be scheduled alongside ongoing implementations by each District.

1. What would my salary anniversary date be?

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.

Former Employees

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

Those who left the employment of Te Whatu Ora prior to 30 Nov 22 are not eligible for any payments.

Interim Adjustment – individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 30 November 2022 – 1 May 2023 will be eligible for this payment (pro-rated as below) but will need to complete the required process outlined below and on the Te Whatu Ora website. The calculation for back pay on the interim adjustment amount will be based on:

* actual hours worked, including overtime and call back payments, for the period 30 November 22 – 31 May 23.

Lump Sum - individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 1 June 2023 to the Settlement Date are eligible for a portion of this payment (pro-rated as below) but will need to complete the required process outlined below and on the Te Whatu Ora website.

* + FTE (based on the greater of your full-time equivalent hours (FTE) as at 1 June 2023 or your actual hours worked (excluding overtime and call back, and up to the equivalent of 1 FTE) for the 12 month period prior to the Settlement Date and;
	+ Service, over the 12 month period prior to the settlement date.
1. When would I 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/Allied%20%26%20Technical/Settlement/Implementation/Comms_FAQs/Final%20Allied%2C%20Scientific%20and%20Technical%20Pay%20Equity%20Application%20for%20Previous%20Employees_Form%20To%20Complete%20.docx) here 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 – New Scales and Pay Rates

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| New Clinical/degree qualified core salary scale effective 1 June 2023

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| --- | --- |
| Recognition Step 10 | $109,000 |
| Recognition Step 9 | $106,000 |
| AdditionalProgression Step 8 | $103,000 |
| Step 7 | $100,466 |
| Step 6 | $97,741 |
| Step 5 | $93,246 |
| Step 4 | $87,644 |
| Step 3 | $82,045 |
| Step 2 | $76,442 |
| Step 1 | $70,842 |

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| New Clinical/degree qualified designated salary scale effective 1 June 2023**A diagram of numbers and a few ones  Description automatically generated with medium confidence** |  |  |
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| New Technical / non-degree qualified core and designated salary scale effective 1 June 2023 |  |  |
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|   |   |   |   | **Designated salary scales** |
| **Technical/Non-degree qualified** | Designated 4 | $ 91,000  |
|   |  |  |  | Designated 3 | $ 87,629  |
|   |  |  |  | Designated 2 | $ 85,077  |
| **Core salary scales** | Designated 1 | $ 82,599  |
|   |  | **Group B** |  |   |
|   |  | Step 7 | $   80,193  |  |   |
| **Group A** | Step 6 | $   76,374  |  |   |
| Step 5 | $   72,737  | Step 5 | $   72,737  |  |   |
| Step 4 | $   69,273  | Step 4 | $   69,273  |  |   |
| Step 3 | $   65,975  | Step 3 | $   65,975  |  |   |
| Step 2 | $   62,833  |  |   |  |   |
| Step 1 | $   59,842  |   |   |   |   |

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