



Te Kawa Mataaho

Public Service Commission

17 June 2025

9(2)(a) privacy

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Official Information Request Our Ref: PSCR 2025-0543

I refer to your official information request received on 19 May 2025 for:

1. *"I am requesting the database that the pay equity task force maintained, which included comparators. This is up until 30th June 2024.*
2. *I also requesting communications, information and reasons for the decision to disband this task force..."*

As you are aware, the Public Service Commission (the Commission) transferred the following part of your request for:

"...the evidence, communication and information which was used to determine that the legislative settings were too permissive and all evidence, communication, reports and information used to determine the pay equity framework was not working as intended".

to the Ministry for Business, Innovation and Employment (MBIE) for reply.

Information being released

From the time the Equal Pay Act was amended in 2020, there has been substantial central assistance and facilitation provided to the parties to pay equity bargaining. Central assistance has included the work of the Pay Equity Taskforce (Taskforce) located within the Public Service Commission (the Commission) and two governance frameworks designed to ensure compliance with the statutory provisions in the public sector and funded sector.

It was considered that this period of intensive support for the parties in bargaining could now be brought to an end given the length of time the new legislation had been in effect. Cabinet agreed in April 2024 that the Taskforce cease its work on 30 June 2024 when its time-limited funding came to an end.

Under the Pay Equity Reset, approved by Cabinet in April 2024, the Public Service Commissioner's role is to provide advice and oversight of risks around pay equity bargaining or settlements in government departments and the education service and it is the role of MBIE to provide guidance and information to all employers on the operation of the provisions of the Equal Pay Act 1972.

Please find enclosed and listed in the table below information that is within scope of your request.

Item	Date	Document Description	Decision
1	27 May 2025	INFORMATION ON DISCONTINUED PAY EQUITY CLAIMS – including approximate headcount and percentage female	Released in full
2	28 May 2025	LIST OF SETTLED CLAIMS – including information such as approximate headcount, percentage female and comparators used	Released in full
3	May 2024	Q&A DOCUMENT – Pay Equity Reset Q&A	Released in full

Information publicly available

The following information is also covered by your request and is publicly available on the Te Kawa Mataaho Public Service Commission website at the links provided for in the table below.

Item	Date	Document Description	Website Address
4	27 February 2024	REPORT – 2024-0057 – Pay Equity Reset	https://www.publicservice.govt.nz/assets/DirectoryFile/Report-Pay-Equity-Reset.pdf
5	18 April 2024	AIDE MEMOIRE – 2024-0113 – Pay Equity Reset paper – consideration at Cabinet Business Committee	https://www.publicservice.govt.nz/assets/DirectoryFile/Aide-Memoire-Pay-Equity-Reset-paper-consideration-at-Cabinet-Business-Committee.pdf
6	22 April 2024	CABINET PAPER – Pay Equity Reset CABINET MINUTE – CBC-24-MIN-0026 – Pay Equity Reset	https://www.publicservice.govt.nz/assets/DirectoryFile/Cabinet-Paper-Pay-Equity-Reset.pdf
7	16 May 2024	AIDE MEMOIRE –2024-0149 Overview of pay equity changes	https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0149-Aide-Memoire-Overview-of-pay-equity-changes.pdf

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act 19682 (OIA) on the grounds the information requested is or will soon be publicly available.

Information not held

The Commission does not hold “a database that the Taskforce, which includes comparators, that was maintained up until 30 June 2024”. I am therefore refusing this part of your request under section 18(e) of the Official Information Act 1982 (OIA) on the grounds the information does not exist.

The MBIE has created a central Workplace Repository to support the progression of pay equity claims. The repository contains information which has been gathered on claimants and comparators from previous claims processes. Parties undertaking other pay equity claims processes are able to request information from the repository.

MBIE encourages parties to contribute pay equity information after settling a pay equity claim. This information can be submitted through the secure Workplace Online Portal, found at the following link: [Pay equity comparator information | Employment New Zealand](#)

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks
Manager – Ministerial and Executive Services
Te Kawa Mataaho Public Service Commission

Master list 33 Discontinued PE claims, 27 May 2025

No	Claim	Sector	Percentage female and link to our source document	Occupations in scope	HC approx	Comparators
	Education					
1	Teachers (PS and ECE is funded sector) Raised 6 November 2020 –for primary teachers and ECE 17 December 2020 – Secondary Teachers	Education Service and Funded sector	As at 2020 total percentage of female teachers across all sectors (including principals) 82.4% ECE sector 97% Early Intervention teachers 99% Primary and Area teachers in state or state integrated schools 85.2 % Secondary teachers in state or state integrated schools 63.6 %	Primary Teachers, Early Childhood Teachers, Early Intervention Teachers, Kindergarten Teachers, Secondary, composite and Area school teachers, Middle and Senior Leaders and Principals	95,000 ¹	No agreed comparators selected
2	Support workers, youth workers in residential schools Raised 1 October 2023	Education Service	Extract from union letter raising claim: Female 72% as at September 2023	Residential support and youth workers and team leaders	190 ²	No agreed comparators selected
3	Education Advisors (Learning Support) MoE Raised 6 November 2020	Education Ministry Employed	Extract from Milestone 1 Report: Female 86% - Workforce data 2020	Field staff Education Advisors, including Advisors on Deaf Children and Special Education Advisors,	240 ³	No agreed comparators selected
4	Psychologist MoE employed Raised 6 November 2020 by APEX,	Education Ministry Employed	Extract from Milestone 1 Report: Female 82% - Workforce data 2020	Psychologist	260 ⁴	No agreed comparators selected

¹ Data from MoE May 2025.² Data from MoE October 2024.³ Data from MoE May 2025.⁴ Data from MoE May 2025.

	17 February 2012 joint NZEI, TRR & APEX					
5	Service Managers Raised 6 November 2020 by APEX, 17 February 2012 joint NZEI, TRR & APEX	Education Ministry employed	Extract from Milestone 1 Report: Female 78% - Workforce data 2020	Service Managers	100 ⁵	No agreed comparators selected
	Funded education					
6	Kindergarten Administration Raised?	Funded Education	No information held		No information available from MoE	Information not held
7	Kindergarten Cooks Raised November 2020	Funded Education	No information held		No information available from MoE	Information not held
8	Kindergarten Teacher Aide Raised 5 July 2021	Funded Education	No information held		No information available from MoE	Information not held
-	Early Learning Teachers Raised 6 November 2020	Funded Education	Covered under main Teachers' claim	Under teacher claim	No information available from MoE	Information not held
9	Kohanga Reo Kaiako Raised 5 July 2021	Funded Education	No information held	Kaiako	No information available from MoE	Information not held
	Tertiary education					
10	Tertiary Education Library Assistant	Tertiary education	Extract from Milestone 1 Report: Female 67% to 86% across the universities (Data 2021 – in final claim notice)	Library Assistant, Senior/Team Leader, Library Assistant, Collections Assistant, General Assistant (Library) Resource	339 ⁶	Information not held

⁵ Data from MoE May 2025.

⁶ Data from 2021.

	Raised 29 September 2022			Sharing Assistant, Materials Assistant, Library Advisor, Learning and Library Services Advisor, Library Engagement Advisors, Collections Advisors, Copyright Advisor, Library Research Services Advisor		
11	Tertiary Education Administration and Clerical Raised 29 September 2022	Tertiary education	Extract from Milestone 1 Report: Female 79% to 93% across the universities (Data 2021 in final claim notice)	Administrator, Administration Officer; Administrative Assistant, Central Unit Assistant Adviser; Central Unit Administrator; Central Unit Coordinator; Office coordinator; Finance Administrator; Human Resources Administrator; Payroll Administrator; Payroll officer; Student Administrator, School Administration Assistant; School Administrator; School Resources Coordinator; Call Centre operator/ Contract centre & student advisor; Customer Service Administrator; Group Services Administrator, Group Services Coordinator, Administration Coordinator; Personal Assistant; Receptionist; Bookings coordinator; Finance Support Officer; Accounts Payable/receivable Officer; Distribution Services Administrator; Control and security Administrator; Research Administrator; Project Administrator; Admissions administrator; Programme Administrator; Enrolment and Records Administrator; Central	2606 ⁷	Information not held

⁷ Data from 2021.

				Unit/Office Administrator; Student Registry Administrator; Programme Assistant; Evaluation Assistant; Information Administrator; Information Officer.		
	Public Service					
12	Public Service Administration/Clerical Claim 1 – 44 public sector agencies Raised 31 October 2019	Public Service	Extract from employer response to PSA on arguable status: Female 50% to 92.9% across all groups of affected employees Claim 1	Clerical and administrative workers and customer support and call-centre workers.	10,407 ⁸	Administration Clerical from Ministry of Education and DHB settled claims primarily Also assessed some male comparators, but they were ones that had been used to settle the above two claims (Corrections Officer and Fisheries Officer)
13	Public Service Administration/Clerical Claim 2- ACC, Inland Revenue & MSD Raised 31 October 2019 Jointly agreed to split out as a separate claim at a meeting on 27 August 2020	Public Service	The statistics for Claim 1 above are probably similar to Claim 2 ¹⁰ .	Clerical and administrative workers and customer support and call-centre workers.	4,342 ⁹	
14	Corrections Psychologist June 2021 – Individual Claimant	Public Service	Extract from CAGG document re Milestone 1: 2018 Public Service Workforce Data: Female 79.7%	Clinical Psychologists - Counselling Psychologists - Intern Psychologists - Senior Psychologists	167 ¹¹	MPI Senior Scientists Inland Revenue Technical Specialist L3

⁸ Data from PSC data team May 2025.

⁹ Data from PSC data team May 2025.

¹⁰ No data on gender found or in letter raising claim or accepting arguability.

¹¹ Data from Corrections May 2025.

	31 August 2021 – claim raised by PSA					LINZ Cadastral Surveyors HNZ Psychologists which is a settled claimant (don't by employer only not with union)
15	Corrections Probation Officer and Senior Practitioner 17 February 2020 – Nupe and resubmitted 24 November 2020 post Act amendment 16 February 2021 - PSA raised a claim for the same workforce	Public Service	Extract from Taskforce advice to CAGG Milestone 1: Probation Officers Female 68% as at 30 June 2020 Senior Practitioners 72% female (October 2020 data)	Probation Officers and Senior Practitioners	1,185 ¹² Probation Officers 162 ¹³ Senior Practitioners	Corrections Officer (done by employer only not with union) Police Detective Police Detective Sergeant Police Detective Senior Sergeant Fisheries Officer
	Funded health					
16	Social Service Workers (5 NGOs) Raised August 2019	Funded health	Data from July 2023 Female 71%.	Service Delivery Workers (Front line service delivery, Specialist service delivery, Front line leaders and coordinators)	1,239 ¹⁴	

¹² Data from Corrections May 2025.

¹³ Data from Corrections May 2025.

¹⁴ July 2023.

				Service Delivery Support Workers (Managers, Service delivery professional support, specialist business support, service delivery operational support, clerical and administrative support)		
17	Primary practice nurses and health care assistants Raised 7 December 2023	Funded health	No information held	Registered Nurses, Enrolled Nurses, Health Care Assistants	No information available from HNZ	Information not held
18	CSWs 1 (PSA, NZNO, E tu) 15 employers 8 funders over 3 claims Raised 1 July 2022	Funded health	Extract from union letter raising claim: Ravenswood says the home support and aged care residential workforce is 94% female, disability support is 84% female and mental health and addictions is 76% female.	Care and Support Workers Care and support workers (health care assistants, personal care assistants, community support workers)	65,000 ¹⁵ (incl 17,400 for claim 1 ¹⁶)	Fisheries Officer Customs Officer Corrections Mental Health Care Assistant
19	CSWs 2 (PSA, NZNO, NUPE, E tu) 167 employers Raised 20 November 2023	Funded health	Extract from union letter raising claim: Ravenswood says the home support and aged care residential workforce is 94% female, disability support is 84% female and mental health and addictions is 76% female.	Care and Support Service workers or mental Health and Addiction Support Services workers as defined in s5 of the Support Workers (Pay Equity Settlements Act 2017)		In late 2024 HNZ as funder commissioned Strategic Pay to do a desktop comparison exercise using the settled claimants below:
20	CSWs 3 (PSA, NZNO, E tu) 114 employers Raised 22 December 2023 Re-issued March 2024	Funded health	No information held	Care and Support Workers Care and support workers (health care assistants, personal care assistants, community support workers)		Teacher Aide Grade A and B Health Care Assistant and Mental Health Care Assistant Allied Health Assistant

¹⁵ May 2024 Cabinet paper confirmed by HNZ May 2025.

¹⁶ Data from HNZ May 2025.

21	Front line Managers and Coordinators (PSA, E tu) 8 employers Raised 15 September 2022	Funded health	Extract from union letter raising claim: Ravenswood says the home support and aged care residential workforce is 94% female, disability support is 84% female and mental health and addictions is 76% female.	Front line Managers and Coordinators	1,171 ¹⁷	Information not held
22	Plunket Administration/ Clerical (NZNO) 3 roles Raised 6 October 2023	Funded health	Extract from union letter raising claim: The workforce is 96% female.	Administrator Team Leaders Administrators	81 ¹⁸	Information not held
23	Plunket Nurses and Clinical (NZNO) 1 employer, 6 roles Raised 6 October 2023	Funded health	Extract from union letter raising claim: The workforce is 96% female.	Registered Nurse, clinical leader, clinical nurse consultant, nurse educator, Plunket Kaiawhina, community Karitane	815 ¹⁹	Information not held
24	Community Midwives in Primary birthing units (PSA, E tu) 8 employers Raised 15 September 2022	Funded health	Extract from Milestone 1 report: Work predominantly performed by people who identify as female (99 – 100%).	Staff Midwives	125 ²⁰	Information not held
25	Hospice Nurses and Health Care Assistants (Nurse Practitioners, RNs, ENs HCA) (NZNO)	Funded health	Extract from union letter raising claim: The workforce is 96% female.	Nurses and Health Care Assistants (Nurse Practitioners, Registered Nurses, Enrolled Nurses, and Health Care Assistants)	No information from HNZ available	Information not held

¹⁷ Data 2022.¹⁸ Data 2022.¹⁹ Data 2023.²⁰ HNZ data 2023.

	28 employers Raised 13 October 2023					
26	Primary Health Care Administration Raised 7 December 2023	Funded health	Extract from union letter raising claim: The workforce is 95% female. 500 Employers 950 GP Practices	Medical Receptionists Administrative Staff	No information from HNZ available	Information not held
27	Primary Care Nurses (NZNO) Approx. 500 employers, 2 funders Raised 7 December 2023	Funded health	Extract from union letter raising claim: The workforce is 95% female.	Registered Nurses, Enrolled Nurses, Health Care Assistants	3,500 ²¹	Information not held
28	Access Community Nurses NZNO) 3 employers Raised 19 August 2024	Funded health	Extract from union letter raising claim: The workforce is 96% female.	Registered and Enrolled Nurses	No information from HNZ available	Information not held
29	Labtests Awanui Raised 25 November 2024	Funded health	Extract from union letter raising claim: The allied and scientific workforce, of which the workers in appendix C form a part, is 81% female.	Trainee and Qualified Phlebotomists, Provisionally Registered and Fully Registered Medical Laboratory Pre-Analytical Technicians	180 ²²	Information not held
30	Nurses in Residential Care (NZNO) 6 nursing roles,	Funded health	Extract from union letter raising claim: The workforce is 96% female.	Nurse Practitioners, Nurse Managers, Clinical Managers, Nurse Educators, Unit	No information from HNZ available	Information not held

²¹ Data from HNZ May 2025.

²² Data from HNZ May 2025.

	8 employers, 85 facilities Raised 4 December 2024			Coordinators, Registered and Enrolled Nurses		
31	NZ Artificial Limb Service Raised 2 December 2024	Funded health	The data provided to the PSA by ASL dated 2 August 2024 demonstrates that women make up at least 65% of this workforce.	Service Coordinators, Clinical Prosthetist and Orthotists, Physiotherapists, Occupational Therapists, Stock Administrators and Nurses	No information from HNZ available	Information not held
32	Sexual Wellbeing Aotearoa (NZNO) 3 nursing, 2 admin and 1 community roles Raised 25 November 2024	Funded health	No information held (no percentage in claim letter)	nursing, community health promoter and either medical receptionist or clerical employee	No information from HNZ available	Information not held- HNZ no information available
	Local body					
33	Librarian and Librarian Assistant in Councils Raised 11 July 2019	Local body	No information held		No information available	Information not held
				187,104		

May 2025 sources of data for funded sector health claims

Settled Pay Equity Claims, HC (updated as at 28 May 2025)¹

17 workforces have received a pay equity correction since 2018 (the first settlement was Education Support Worker, 1 July 2018, and the last was Education Therapist, 13 March 2024):

- 15 claims have settled under the Equal Pay Act 1972 including 1 workforce that had a pay equity correction under their own legislation - The Care and Support Worker (Pay Equity) Settlement Act 2017, and
- 2 workforces have had a pay equity correction through an extension:
 - the Mental Health and Addiction Support Workers which was an extension from the Care and Support Workers' settlement
 - the funded sector Social Workers' pay equity extension which was an extension from the 5 NGO Social Workers settlement.

The cost of these 17 pay equity corrections (15 settlements and 2 extensions) has been \$1.78 billion per annum.²

15 claimant workforces, size of approximately ~152,255 employees, including the 2017 Care and Support Worker settlement (55,000).

2 pay equity extensions:

- the Mental Health and Addiction Support Workers (5,000 employees), and
- the Social Worker funded sector extension (4,600 employees).

The total number of employees covered by a settlement or extension is approximately 162,000 employees (161,855).

Treasury has sourced data on workforce size from publicly available documents. This reflects estimated workforce size at the time of settlement, unless otherwise noted. Workforce sizes may have changed in the intervening period.³

¹ This table includes all 15 settled PE claims up until 13 March 2024 including the 2017 Care and Support Workers' correction under their Act and the 2 extensions: the Mental Health and Addiction Support Workers and the Funded Sector Social Worker Pay Equity extension.

² From Treasury MoF office request document, updated 28 May 2025. This figure includes CSWs settlement and the extension to Mental Health and Addiction Support Workers combined together as one figure. But the total figure excludes the amount for the settlement of the Education Support Workers' claim in 2018 (there is limited information on the latter and no Cabinet Minute which indicates costs were likely absorbed in agency baselines given the small size of the workforce).

³ From Treasury MoF office request document, updated 28 May 2025.

No	Sector	Employer/ funder	Workforce	Scope	Percentage Female	Settlement date	Headcount Approx
1	Health funded	Lead funder Health NZ	Care and Support Worker	Aged Residentail Care Workers Home and Community Support Workers Disability Support Workers	92% female	1 July 2017	55,000
2	Health	Health NZ	Administration and Clerical		Female 92.4 % (2020 data)	16 May 22	10,000
3	Health	Health NZ	Librarians and Interpreters		Female 80% (HNZ data 2022)	8 Nov 23	Included in Admin and Clerical
4	Health	Health NZ	Nurses	Senior nurse, registered nurse, registered obstetric nurse, public health nurse, nurse practitioner, karitane nurse, enrolled nurse, health care assistant and mental health assistant	Female 90% (HNZ data 2022)	29 Jun 23	30,000
5	Health	Health NZ	Midwives	Midwives employed by 20 DHBs	Female 99% (HNZ data 2022)	19 Oct 23	1,700
6	Health	Health NZ	Allied, Scientific and Technical	Clinical Physiologists • Occupational Therapists • Clinical Physiologist Technicians • Occupational Therapist Assistants • Electrocardiograph Technicians • Perfusionists • Dental Therapists • Pharmacists • Dietitians • Pharmacist Interns • Laboratory Assistants • Pharmacy Technicians • Medical Laboratory Scientists • Pharmacy Technician Trainees • Medical Laboratory Technicians • Pharmacist Assistants • Trainee Medical Laboratory Technicians • Physiotherapists • Medical Laboratory Pre-Analytical Technicians • Physiotherapist Assistants • Trainee Medical	Female 80% (HNZ data 2022)	17 Oct 23	18,000

				Laboratory Pre-Analytical Technicians • Psychologists • Phlebotomists • Psychologist Interns • Trainee Phlebotomists • Psychotherapists • Scientific Officers • Social Workers • Medical Imaging Technologist • Sonographers • Medical Imaging Technologist Student • Trainee Sonographer • Radiography Clinical Assistants • Sterile Supply Technicians • MRI Nuclear Medicine Technologist Anaesthetic Technician Trainees			
7	Public Service	Oranga Tamariki	Statutory Social Workers	Social Worker, Senior Practitioner, Residential Social Worker and Residential Senior Practitioner		25 Sep 18	1,300
8	Education Service	MoE	Science Technicians	School Science Technicians	Female 90% (workforce data 2020 NZEI)	6 Mar 23	400
9	Education Service	MoE	Librarian and Library Assistants	School Librarian and Library assistants	Female 97% (Workforce data 2022)	6 Mar 23	1,200
10	Education Service	MoE	Teacher Aides	Teacher Aides in schools	Female 89% (Workforce data 2022)	27 May 20	22,000
11	Education Service	MoE	Administration and Support Staff in Schools	Personal/Executive Assistants, Financial Administration, inquiry Clerks and Receptionists, Administrative Assistants, Executive Management, Office Management, Project, Programme and Contract Administrators	Female 91% (Workforce data 2022)	4 July 22	11,000
12	Education Service	MoE	Kaiarahi i te Reo	Kaiarahi i te Reo Senior Kaiarahi i te Reo	Female 75% female (2019 payroll data)	4 July 22	79
13	Ministry of Education	MoE	Education Support Workers			1 July 18	329
14	Education	MoE	Therapist	Physiotherapist Occupational Therapist Speech Language Therapist	Female 95% (2020 workforce data)	13 Mar 24	747

15	Funded	5 NGO	Social Workers in 5 NGO		Information not held	10 Aug 22 (In principle)	500
							Total 152,255
2 pay equity extensions not included in data above							
1	Funded		Mental Health and Addiction Support Workers extension			1 July 2017 (signed at Parliament)	5,000
2	Funded	Many employers and several funders	Community NGO Social Workers extension			2022	4,600
							Total 9,600

Settled PE claims, comparators and remuneration adjustment methodology

No	Sector	Employer/funder	Workforce	Comparator	Remuneration adjustment methodology
1	Health	Health NZ	Administration and Clerical	<ul style="list-style-type: none"> Fishery Officer Customs Officer Corrections Officer Mechanical Engineer 	Data was updated after interim payment to produce a snapshot of the comparator rates across the claims as at March 2020, which, in relation to those used in the Clerical claim, show little movement in average base rates .
2	Health	Health NZ	Librarian and Interpreter	<ul style="list-style-type: none"> Customs Officer Corrections Officer Transport Engineer Snr/Fisheries Officer Senior Management Accountant Health & Safety Inspector 	<ul style="list-style-type: none"> Comparing the median base pay of Librarians (\$67,063) and Interpreters (\$57,402) to the median base pay of all comparator roles (the median of the comparators' median base salary is \$82,079). They will propose an automatic pay scale for each of the roles, ranging from approximately \$60,000 to \$80,000, with two or three

					<p>merit steps, taking the top of the scales to approximately \$87,000.</p> <ul style="list-style-type: none"> Analysis of terms and conditions found that there were no significant differences in the terms and conditions of the claimant and comparator roles that would impact on the existence or extent of sex-based undervaluation, therefore supporting using the median base pay for establishing equitable pay.
3	Health	Health NZ	<p>Nurses 29 Jun 2316 May 22 8 Nov 23</p>	<ul style="list-style-type: none"> Detective (Police) Detective Sergeant (Police) Detective Senior Sergeant (Police) Senior Management Accountants (Inland Revenue) Employed Dentists (DHBs) Transport Engineers (Auckland Transport) Forestry Scientist (Scion) Forestry Technician (Scion) Veterinary Technical Supervisor 1 (Ministry of Primary Industries) Veterinary Technical Supervisor 2 (Ministry of Primary Industries) Travelling Technical Supervisor (Ministry of Primary Industries) Fishery Officer (Ministry of Primary Industries) Mechanical Engineers – trades (KiwiRail) 	<ul style="list-style-type: none"> The closest 2 comparators were used for each claimant role (above and below) DHB preferred median base salary of the closest comparator work assessment outcomes and employment conditions for each claimant role for the rate unions preferred option is average base salary and to average the work assessment scores of all comparators for the rate To calculate the undervaluation firstly we have utilized the median base salary for each comparator and averaged these to arrive at an equitable comparable base for each claimant. E.g. for RN Medical we used VTS1 (92.5%) Detective (95.5%) Scientist (100.7%) Employed Dentist (102.2%) and Detective Sergeant (107.6%). The process above has given us an equitable median base for each claimant as a comparable rate. Once this has been concluded for each claimant the comparable rate has been averaged for each cluster. The median base salary for each claimant in a cluster has then been averaged.

				<ul style="list-style-type: none"> • Health and Safety Inspectors (WorkSafe) • Customs Officer (New Zealand Customs Service) • Corrections Officer (Department of Corrections) • Building Consent Officer (Dunedin City Council) • Building Control Officer/Building Inspector (Hamilton and Christchurch City Councils) 	<ul style="list-style-type: none"> • The equitable average median base rate of claimants in cluster has then been compared to the equitable average median base rate for comparators to arrive at % of undervaluation. • The % of undervaluation has then been applied to the nursing pay rates as at 5/8/2019 as this was the rate used to calculate the median claimant salaries. • Superannuation has arisen in this pay equity process and the DHBs suggest that this matter be considered at the level of the Gender Pay Principles across the State Sector
4	Health	Health NZ	Midwives 19 Oct 23	<ul style="list-style-type: none"> • Detective (Police) • Detective Sergeant (Police) • Detective Senior Sergeant (Police) • Senior Management Accountants (Inland Revenue) • Employed Dentists (DHBs) • Transport Engineers (Auckland Transport) • Forestry Scientist (Scion) • Forestry Technician (Scion) • Veterinary Technical Supervisor 1 (Ministry of Primary Industries) • Veterinary Technical Supervisor 2 (Ministry of Primary Industries) • Travelling Technical Supervisor (Ministry of Primary Industries) 	<ul style="list-style-type: none"> • DHBs prefer median rather than average base salary as providing more consistency and also using the 2 closest comparator roles for each claimant role (consistent with the Equal Pay Act 1972 (the Act), CLO advice and Taskforce guidance). However, see Taskforce comment above about dentists and scientists being excluded from final matching despite being closer comparators than some that have been used in the matching. The unions prefer 10 percent comparability so this will be a matter for negotiation. Financially there are unders and overs to both approaches. • A national pay spine is being recommended which is consistent with strategies for other DHB claims. It's likely there will be some smoothing of salary scales and steps in negotiations to address potential disruptions to existing relativities where it makes sense.

					<ul style="list-style-type: none"> DHBs prefer a flat percentage increase applied across the midwifery roles, consistent with the approach discussed in nursing negotiations. The calculations will inform the negotiation of pay equity rates that better reflect relativities between midwifery claimant roles and the relativities across the nursing and midwifery claims.
5	Health	Health NZ	Allied, Scientific and Technical 17 Oct 23	<ul style="list-style-type: none"> Detectives (Police) Detective Sergeant (Police) Detective Senior Sergeant (Police) Senior/Fisheries Officers (MPI) Veterinarian Technical Supervisor 1 (MPI) Veterinarian Technical Supervisor 2 (MPI) Travelling Technical Supervisors (MPI) 	<ul style="list-style-type: none"> The analysis of terms and conditions found there were none that would significantly impact the level of sex-based undervaluation, apart from the relevant allowances. The median base pay of the clinical/degree grouping is \$87,437 and the comparator grouping is \$107,719. The median base pay for the comparator grouping, plus relevant Police allowances, is \$109,987
6	Public Service	Oranga Tamariki	Statutory Social Workers 25 Sep 18	<ul style="list-style-type: none"> Engineers in local government Air traffic controllers Detectives Constables 	
7	Education	MoE	Science Technicians 6 Mar 23	<ul style="list-style-type: none"> School teacher aides (settled claim) School administration staff (settled claim) Corrections Officers (Department of Corrections) Customs Officers (NZ Customs Service) 	<ul style="list-style-type: none"> New pay equity rates are applied to printed rates. Example given, For Grade 1, the average claimant PEAM score most closely aligned to that of Grade 2 and 3 administrators and Grade B teacher aides. The maximum PEAM score for Grade 1 would be 360 which is 97% of the average PEAM profile scores for the comparators. This results in a pay

				<ul style="list-style-type: none"> Fishery Officers (MPI) Cadastral Surveyors (LINZ) 	<p>equity rate of \$55,133 for a fully competent science technician on Grade 1 (based on the average fully competent printed salary rates for the comparators).</p> <ul style="list-style-type: none"> The pay rates are calculated using previously applied methodologies to determine the APEC, KPEC and the Teacher Aide pay equity claim pay rates.
8	Education	MoE	Librarian and Library Assistant 6 Mar 23	<ul style="list-style-type: none"> School teacher aides (settled claim) School administration staff (settled claim) Corrections Officers (Department of Corrections) Customs Officers (NZ Customs Service) Parking Compliance Officers (Local Council) Fishery Officers (MPI) Cadastral Surveyors (LINZ) 	<ul style="list-style-type: none"> Example given, For Grade 1, the average claimant PEAM score most closely aligned to that of Grade A and B teacher aides and Grade 2 administrators. The maximum PEAM score for Grade 1 would be 360 which is 105% of the average PEAM profile scores for these three comparators. This results in a pay equity rate of \$56,096 for a fully competent library staff member on Grade 1 (based on the average fully competent printed salary rates for the three comparators). The pay rates are calculated using previously applied methodologies to determine the APEC, KPEC and the Teacher Aide pay equity claim pay rates.
9	Education	MoE	Teacher Aides 27 May 20	<ul style="list-style-type: none"> Corrections Officers (Department of Corrections) Customs Officers (NZ Customs Service) Youth Workers (Oranga Tamariki) 	<ul style="list-style-type: none"> New pay equity rates are applied to printed rates. Example given, For Grade 1, the average claimant PEAM score most closely aligned to that of Grade 2 and 3 administrators and Grade B teacher aides. The maximum PEAM score for Grade 1 would be 360 which is 97% of the average PEAM profile scores for the comparators. This results in a pay equity rate of \$55,133 for a fully competent science technician on Grade 1 (based on the average fully competent printed salary rates for the comparators).

					<ul style="list-style-type: none"> The pay rates are calculated using previously applied methodologies to determine the APEC, KPEC pay equity claim pay rates.
10	Education	MoE	Administration and Support Staff 20 May 2022 4 July 2022	<ul style="list-style-type: none"> School teacher aides (settled claim) Corrections Officers (Department of Corrections) Customs Officers (NZ Customs Service) Parking Compliance Officers (Local Council) Civil Engineers (Local Council) Fishery Officers (MPI) 	<ul style="list-style-type: none"> The pay rates are calculated using previously applied methodologies to determine the Teacher Aides, KPEC pay equity claim pay rates.
11	Education	MoE	Kaiarahi i te Reo 4 July 22	<ul style="list-style-type: none"> School teacher aides (settled claim) Corrections Officers (Department of Corrections) Customs Officers (NZ Customs Service) Parking Compliance Officers (Local Council) Civil Engineers (Local Council) Fishery Officers (MPI) Iwi Liaison Officers (NZ Police) 	
12	Education	MoE	Education Support Workers 1 July 18	<ul style="list-style-type: none"> Corrections Officers (Department of Corrections) School Caretakers (School Board employed roles) Vocational Disability Support Workers (IDEA Services) Care Workers (Oranga Tamariki) 	

				<ul style="list-style-type: none"> Residential Youth Workers (Oranga Tamariki) 	
13	Education	MoE	Therapist 13 Mar 24	<ul style="list-style-type: none"> School administration staff (settled claim) School librarians (settled claim) School science technicians (settled claim) Fishery Officers (MPI) Cadastral Surveyors (LINZ) Senior Scientists (MPI) 	
14	Funded	5 NGO	Social Workers 10 Aug 22 (In principle)	<ul style="list-style-type: none"> Oranga Tamariki Social Workers 	<ul style="list-style-type: none"> At the time of Milestone 4 report, the average hourly rate of pay for the social workers in the five employers was \$28.51 and for Oranga Tamariki social worker the hourly rate was \$43.21. The gap was \$14.70 per hour. At the average hourly rate, Oranga Tamariki social workers were paid just over 34% more than the social workers in the claim. The pay gap was \$15.42 per hour based on total remuneration. The disparity in the average hourly base rate is also apparent in other data points, such as total remuneration, salary ranges, midpoints, and median salary. This is compounded by generally lower remuneration-related terms and conditions for social workers employed by the providers in the claim.



Q&A to support changes resulting from the pay equity reset.

On Thursday 2 May, the Minister for the Public Service announced changes to the approach to pay equity, as part of a pay equity reset. The reset changes the governance, support provided and financing arrangements for pay equity settlements.

The Minister's announcement can be found [here](#). This Q&A is intended to provide further information on what those changes mean for parties to pay equity claims, and what to expect going forward.

What was the Cabinet decision?

The Government has decided the intensive support and governance for parties in pay equity bargaining can be concluded.

- The Public Service Commission (the Commission) will revert to its core statutory role based on the pay equity provisions of the Public Service Act 2020 and the Equal Pay Act 1972 (the Act, as amended in 2020).
- The work of the Pay Equity Taskforce (the Taskforce) will be discontinued no later than 30 June 2024, when the time limited funding comes to an end.
- The governance frameworks for pay equity bargaining in both the public and funded sectors were disestablished with immediate effect.
- MBIE, as administrator of the legislation, will be responsible for providing guidance and information to all employers on the provisions of the Equal Pay Act 1972.
- There will be a change in the fiscal approach to managing the cost of pay equity settlements which will be implemented by Treasury.

What does this mean for the progress of pay equity in New Zealand?

The Government has stated that it remains committed to pay equity and the progression of pay equity claims will continue. The legislation remains in place and the obligations on parties in the public or private sector to resolve claims have not changed.

What has changed is that a period of intense support for public sector agencies, who were the first to receive large scale claims, has come to an end. When the amended legislation was first introduced a need for central governance of public sector claims was identified. A dedicated Taskforce was established within the Commission with time limited funding (until 30 June 2024) to provide the public and funded sectors with additional advice, support and facilitation.

Three years since the Act was amended, having lifted capability across the system, the expectation now is that public sector employers, working with their employees and unions, will continue to meet their pay equity obligations. This is in the same way that we expect these employers to progress all employment relations activity that occurs with employees and unions.



MBIE is responsible for providing guidance and information to all employers on the provisions of the Act.

The Commission will continue in its statutory role providing advice and oversight to Ministers of risks around pay equity bargaining or settlements in government departments and the Education Service. The Commission will also support agencies with claims in a similar way to how collective agreement bargaining in the sector is supported, including approving pay equity bargaining strategies and settlements for Departments as part of the Commissioner's delegations. Further information on this support and processes will follow.

What changes for employers and employees/unions in the public sector?

Nothing will change for employees and unions – claims can still be raised in the public sector, and the same legal obligations continue for both parties.

With the removal of the public sector governance frameworks, public sector employers with employees covered by claims will no longer be required to receive endorsement at each of the six framework milestones from the Central Agency Governance Group which has now been disestablished. Employers will themselves be responsible for ensuring compliance with the Act and providing that assurance to Government in connection with any request for funding of claim settlements.

The Commission will continue to perform the Public Service Commissioner's statutory functions and roles in relation to pay equity bargaining including administration of the process of delegation to chief executives for the responsibility for pay equity bargaining. Updated letters of delegation will be issued shortly to chief executives.

The Government remains committed to meeting its obligations under the Act and has set aside funding to meet public sector employers' costs. However, the change in fiscal management approach means this funding is limited and agencies may be required to re-prioritise or seek Budget funding to top up high-cost settlements.

The Treasury will be implementing a new approach to fiscal management of claims (see below) and will issue guidance on this to agencies shortly. Agencies with claims should contact Treasury for further advice.

What changes for employers and employees/unions in the funded sector?

The removal of the Funded Sector governance framework means that funded sector employers will no longer be able to seek an "Agreement in Principle" to funding of their claim or seek endorsement from the funding agency/s at each of the six framework milestones. The funder will need to assess and put in place the assurance they require from the employer in relation to the process for the claim and compliance with the Act



Claims in the funded sector will continue to progress through the pay equity process. Employer parties will need to work with their funders on the funding implications of claims and funding decisions will be made by Cabinet. The dissolution of the funded framework gives agencies more flexibility in how they manage their contracted providers. Agencies could choose to work closely with providers and set clear conditions for funding, or take a less involved place and make funding decisions after settlement (or some combination of the two), subject to constraints of the new fiscal management approach.

What is the new approach to fiscal management?

Most pay equity costs will continue to be managed out-of-cycle from the new pay equity contingencies. Agencies may be required to re-prioritise existing budget or seek additional budget funding for settlements.

Agencies with public sector claims will be required to seek a bargaining contingency sooner under this new approach than under the previous approach. The new approach will require more work up front to demonstrate to Cabinet that the bargaining strategy is consistent with the intent of the reset and the Act.

Under the new approach there is flexibility for funded sector claims – a bargaining contingency is not necessarily required (funding for Government contribution can be directly appropriated) but any decisions with financial implications must be taken to Cabinet (i.e. any representations by employers on the Government's commitment to funding).

Treasury is currently developing guidance on the fiscal management approach.

Pay Equity contacts

If agencies have questions about pay equity claims, you can direct the question to:

- your usual employment relations contact at the Commission for bargaining matters, if your agency bargains under delegation from the Commission
- your agency's Treasury Vote Analyst for any Budget related questions (if relevant)
- MBIE's [Home | Employment New Zealand](#) website for guidance and information on the provisions of the Act or [Contact us | Employment New Zealand](#)