

The new pay system for social work in the community and iwi sectors

Context

- The 2022 pay equity settlement for social workers and employees undertaking social work in 5 NGOS included the introduction of a new pay system.
- In June 2023, the government agreed to make funding available to extend the benefits of this settlement to all workers undertaking social work in community and iwi organisations.
- This means that the new pay system established in the claim settlement with the 5 organisations now applies to all workers undertaking social work across the wider community and iwi social sector.
- The extension **cannot and will not** reduce anyone's pay or terms and condition of employment .

The new pay system:

- introduces equitable rates of pay for social work
- provides different rates for roles that are registered and those that are not registered
- provides workers step-based pay progression – workers progress through steps no less than annually.

See the new pay spine for social work roles below.

Pay Spine			Band 1 Registered or registerable social workers in frontline practice	Band 2 Registered professionals in social work roles	Band 3 Non- registered professionals undertaking work substantially similar to social work	Band 4 Registered social workers leading practice
Step	1	\$58,964.33				
Step	2	\$63,500.52				
Step	3	\$68,037.77				
Step	4	\$74,839.35				
Step	5	\$77,107.21				
Step	6	\$81,642.92				
Step	7	\$86,178.64				
Step	8	\$90,713.36				
Step	9	\$95,250.08				
Step	10	\$102,000.00				
Step	11	\$104,321.51				
Step	12	\$108,857.23				
Step	13	\$113,392.9				
Step	14	\$117,928.6				
Step	15	\$122,464.30				

I'm in a community or iwi social work role- what will my new salary be?

Your employer will have to translate your role from your current salary to the appropriate step on the new pay spine, based on:

- the category of work you are in are in, and
- the number of years of relevant experience you have in that category.

Guidance will be published to help support employers in undertaking the translation process.

What does 'relevant experience' mean?

- Relevant experience includes employment (part time or full time) in any role that fits within a worker's current category of work.
- Relevant experience is not limited to a current role or organisation.
- Relevant experience spans different job titles, roles and places of employment but **MUST** fit within the worker's current category.

Examples- *Disclaimer: these are not actual people or organisations*

Jen- Category 4 Practice Lead



Jen is a registered social worker and a team leader at Wellington Family Help Trust. Jen provides day to day oversight for a team of 6 registered social workers and falls into Category 4.

- **Jen has been in her current role for 4 years.**
- **Jen's current salary is \$92,000 p/a.**

Work History

- Social work service manager at Capital and Coast DHB – 5 years
- Social worker at Capital and Coast DHB - 10 years
- Key worker at Pōneke Stopping Homelessness Trust - 4 years
- Office administrator at Smith Street Primary School – 7 years

Translation

Jen has a total of **9 years relevant experience** in category 4. This is made up of 4 years in her current role and 5 years at Capital and Coast DHB in another practice lead (category 4) role.

Jen's new position on the pay spine is: Band 4, Step 15 - \$122,464.38 p/a

Sam- Category 1 Registered Social Worker



Sam is a registered social worker and works at Nelson Stopping Violence. In her current role, Sam works alongside two other social workers providing support to whānau experiencing family harm.

- **Sam has been her current role for 2 years**
- **Sam's current salary is \$61,000 p/a**

Work History

Prior to her 2 years at Nelson Stopping Violence, Sam worked in the following roles:

- Key worker at Gore Housing Trust – 1 year
- Youth Worker at Ngā rangatahi o Maruawai - 4 years
- Disability Support Worker at Enabled Invercargill – 1 year

Translation

Sam has a total of 3 years relevant experience in Category 1. This is made up of 2 years in her current role and 1 year at Gore Housing Trust in another social work practice (category 1) role.

Sam's new position on the pay spine is: Band 1, Step 6 - \$81,642.92 p/a

When will the translation happen and new pay rates start?

The time that you get the increase applied to your pay may differ. Employers and Funders are working together to vary funding arrangements to support the new rates to be implemented. As there are over 380 organisations and well over 1000 funding arrangements this can't happen overnight. However, the rates are effective from 1 July so you will receive backpay from this date when the increases do come through to you. All parties will work as quickly as possible to get the new rates implemented.

What are the other benefits of the settlement that are being extended?

For registered social workers and other registered professionals (category 1, 2 and 4):

These may be delivered as payment to employees, reimbursements or, in the case of professional cultural or professional supervision with access to appropriate supervisors.

- ✓ Annual practicing certificate costs paid (costed at social work registration board fees)
- ✓ 50% of professional membership fees paid (calculated at new Aotearoa New Zealand Social Worker fees)
- ✓ \$1000 per FTE per year for professional development
- ✓ \$2000 per FTE per year for cultural supervision
- ✓ \$1500 per FTE per year for professional supervision

For unregistered professionals (category 3)

- ✓ \$1000 per FTE per year for professional development
- ✓ \$2000 per FTE per year for cultural supervision
- ✓ \$1500 per FTE per year for professional supervision