

Care and Support Workers Pay Equity Claim Stakeholder Update # 4 May 2023

We have now completed the investigative phase of the Care and Support Workers Pay Equity Claim, and are well advanced on preparation for bargaining, with pre-bargaining continuing and bargaining dates scheduled for next month.

We are now working towards reaching an in principle settlement by the end of July.

Progress update

Milestone 4

- We have submitted the Milestone 4 Report to the Government Oversight Group and we are currently awaiting their feedback.
- The Milestone 4 Report estimates the undervaluation between the claimants and comparator roles based on assessments completed for the Milestone 3 Report.
- This is the final milestone in the investigative phase.

Milestone 5

- The employers are now working on Milestone 5 - the employer bargaining strategy.
- The employer bargaining strategy will identify the key issues employers wish to take into bargaining.

The Bargaining Process

- Bargaining meetings have now been scheduled for four days over two consecutive weeks next month (19-20 July and 26-27 July)
- Timing is dependent on Ministers receiving and agreeing a Cabinet Paper to set aside contingency funding for any settlement. The Cabinet Paper is being prepared by the Ministry of Health | Manatū Hauora.
- We are working closely with the Ministry to provide information for the Cabinet Paper.
- With bargaining scheduled to happen later than initially hoped (due to anticipated timing of the Cabinet Paper), we are using the extra time to continue pre-bargaining discussions between union and employer representatives to ensure an efficient process when the official bargaining begins.
- Unions and employers have selected their bargaining teams and an independent facilitator for bargaining has been agreed to assist the process.

Implementation

We have set up a joint working group with the main funders to look at implementation issues for any settlement. This includes considering how additional money would be transmitted from the funders to employers, and systems and processes that employers would need to have in their own organisations to implement the settlement.

Extension of any settlement

The peak bodies are taking a lead in discussions with Te Kawa Mataaho Public Service Commission and the health agencies to look at possible scenarios for any extension of a settlement to other employers in the sectors covered by the claim, and how that would be managed.