

Tēnā koutou katoa

The Tertiary Education Union [TEU], along with the Public Service Association [PSA] and Tertiary Institutes Allied Staff Association [TIASA], raised two separate multi-employer and multi-union claims under the Equal Pay Act 1972 for library, clerical, and administration workers in the university sector in September 2022.

Pay equity applies to those working in areas at the universities which may have traditionally female dominated positions. It is about women, men and gender diverse whose roles are covered by the pay equity claims receiving the same pay for doing jobs that are different, but of equal value (that is jobs that require similar degrees of skills, responsibility and effort) and will benefit from a pay equity settlement.

The universities and unions are working together to agree on a process for the claims. In short, there has been a lot of background work to prepare for the investigation phase which will include interviews with affected staff about what their jobs entail and the skills they require.

All affected staff should have received notification from their employer that their role is covered by one of the two claims, and this has subsequently been followed up by communication from the unions. Additionally, TEU has created some videos about pay equity which explain why workers and the employers have engaged in this process <https://teu.ac.nz/campaigns/gender-equity-toolkit/priority-mahi/gender-pay-equity-in-the-tertiary-education-sector/>

As we head into the Christmas / New Year holiday break, it is timely to outline the projected workplan for the first half of 2024:

- Sign off on the unions / employers process arrangement.
- Agree on the gender-neutral job evaluation tool to be used in the investigation phase.
- Agree on an interview process, and conduct training for interviewers.
- Hold a series of workshops on university sites to outline investigation process, the tool to be used, and the interview process.
- We expect interviews to be held in the second half of 2024.

If there are any questions about either of the two claims, please don't hesitate to contact one of the following:

Union contacts:

TEU: Megan Morris (Combined Unions Claims Lead) at megan.morris@teu.ac.nz

PSA: Jen Wilson (PSA Claims Lead) at jen.wilson@psa.org.nz

TIASA: Gill Brocas (TIASA Pay Equity Coordinator) at gill@tiasa.org.nz

University Human Resources/People & Culture contacts:

University of Auckland : payequity@auckland.ac.nz

Auckland University of Technology: Sean Williams at sean.williams@aut.ac.nz

University of Waikato : Jude McDonald at jude.macdonald@waikato.ac.nz

Massey University: Paul Gillespie at p.gillespie@massey.ac.nz

Victoria University of Wellington: payequityclaims@vuw.ac.nz

University of Canterbury: payequityclaims@canterbury.ac.nz

Lincoln University: HrCoordinators@lincoln.ac.nz

University of Otago: pay.equity@otago.ac.nz

We look forward to updating you further in 2024.

Ngā mihi mo te wā Kirihimete me to tau hou

Best wishes for the Christmas period and the new year