

Tēnā koutou katoa

Welcome to the second update regarding the progress of the two separate multi-employer and multi-union claims for *library assistance, library advice and library services, and clerical, and administration* work in the university sector.

In the first update, we identified a workplan for the first half of this year and it's good to be able to say we have completed virtually all of it, as we move into the next phase of the claims process.

From Update #1 - we have:

- Signed off on the unions / employers process arrangement. ✓
- Agreed on an appropriate job evaluation tool to be used for these claims. ✓
- The unions held a series of workshops on university sites to outline investigation process, the tool to be used, and the interview process. ✓
- Started work on agreeing an interview process, ✓ and training for interviewers to occur in late 2024.
- Continue to work on the timeframe for undertaking interviews.

Last year all affected staff originally covered by one of the two claims should have received notification from their employer, and this was subsequently followed up by communication from the unions. The universities continue to follow up with new employees as they commence work if their role falls within coverage of either of the claims, to ensure they are aware of the claims, provide information on employees' rights and responsibilities in relation to the pay equity process, including the right to opt-out. The unions also reach out to make connection with new staff covered by the claims. If there are any doubts about whether your role is covered by one of the two claims, or if you believe you have received this message in error, please get in touch with the relevant university contact.

Looking ahead, the focus for the rest of the year will be on:

- ❖ Completing the data review for both claims.
- ❖ Establishing a project office for managing the investigation phase of these claims.
- ❖ Holding workshops for those covered by the claims with in-depth discussion about the Te Orowaru work assessment tool and interview process.
- ❖ Preparing for interviews.

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: Nanette Cormack (PSA Claims Lead) at nanette.cormack@psa.org.nz

TIASA: Hilary Ord (TIASA Pay Equity Coordinator) at hilary@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 MacDonald 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.