

Pay Equity Claims Update

February 2025



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The latest developments with the social service workforce pay equity claim

Work is continuing on the social service workforce pay equity claim, with the focus on developing a suite of job profiles. This is not a quick or easy task, given the wide range of occupations within the scope of the claim but we are making progress. The next stage is to test and validate each profile with groups of workers and with managers from the eight providers in the claim. We are adding a further phase of testing with input from across the sector, with the assistance of a number of peak bodies that have offered their support. This is the key building block in the work to investigate the claim.

This work is taking place at a very challenging backdrop for our sector. We are mindful of the funding and contracting issues many providers are dealing with and the pressure this puts on employers and employees alike.

The other challenging factor is the lack of certainty about the Government's intentions on pay equity. We are keeping a close eye on other claims that are underway and that may give some indications of the Government's interest in pay equity and the extent to which they are prepared to fund settlements.

All of this indicates we need to be realistic as we progress the investigation of this claim. These external factors have impacted on the timeframes we had hoped to meet and, while the progress is slower than we would have liked, be assured that the work is continuing.

Social workers settlement and extension: ongoing funding issues

In the latest Te Whakahou, we noted that we continue to receive queries about providers' experiences regarding pay equity for social workers in contracts for this year and next year. Please continue to keep us informed as we engage regularly with Oranga Tamariki about pay equity and this will help us raise issues as early as possible.

If you have any questions or comments, please contact Brenda Pilott, Te Pai Ora SSPA Pay Equity Co-ordinator, brenda.pilott@outlook.co.nz

