



Pay Equity Extension Social Workers



MINISTRY OF
SOCIAL DEVELOPMENT
Te Manatū Whakahiato Ora





Background

- November 2022 Cabinet agreed to the pay equity settlement extension
- Data collection was completed by Public Service Commission | Te Kawa Mataaho and closed on 4 April 2023
- Funding appropriated to agencies July 2023
- Final dataset received by agencies August 2023
- MSD communication to all eligible providers October 2023
- Funding went into agency budgets in November 2023
- Joint MSD & Oranga Tamariki communications to providers November



Statistics

- MSD has 312 contract variations to complete for 179 service providers
- Oranga Tamariki has 334 contract variations to complete for 207 service providers



Provider information

- Providers must pass on remuneration funds to employees
- On-costs (7.5% of the remuneration costs) are for expenses related to unplanned leave, Kiwisaver contributions and ACC
- Professional support funding should be used to support employee's professional registration and membership fees, professional and cultural supervision and professional development and training
- MSD contract variations are being completed to cover the duration of the current contract
- Oranga Tamariki contract variations include Year One funding, with an intent to baseline the uplifts into outyears from 1 July 2024

➔ Progress to date - Oranga Tamariki

- Of the 207 providers awaiting contract variations:
 - 120 have had their variation/s issued
 - 80 have variations in progress (being drafted)
 - 7 are currently being discussed with providers
ie: data and or numbers need clarity
 - 30 providers have had payments relating to Pay
Equity

➔ Progress to date - MSD

- Of the 312 contract variations:
 - 150 have been issued to providers
 - 57 have been drafted and awaiting sign-off
 - 66 are underway
 - 36 require further investigation/information:
 - Previous variations not returned
 - Issues with numbers e.g. claimed for more FTEs than contracted for
 - 3 pay equity funding not yet due

→ Context

- Contract renewals
- Ensuring that data is correct
- Contacting providers about FTE numbers
- Where the claim relates to services no longer being provided
- Invoices

➔ Questions

- If you have any questions, please
 - email us at community_information@msd.govt.nz for MSD provider queries
 - Or
 - Contact your relevant Māori, Partnerships and Communities Advisor for Oranga Tamariki provider queries