

Reducing pay disparity for nurses and kaiāwhina in primary and community services: information for workers (12 July 2023)

About pay disparity funding

Pay disparity refers to pay gaps between workforces which perform comparable work.

Some nurses and kaiāwhina working in community settings earn less than their Te Whatu Ora employed peers working in hospitals.

A Government funding initiative was set up to increase pay rates for community-based nurses and eligible kaiāwhina.

The funding will not result in pay parity, which is when there are similar terms and conditions for a workforce.

It is also not pay equity, which is where women and men receive the same pay for doing jobs that are different, but of equal value. Pay equity requires a claim to be submitted under the Equal Pay Act 1972.

Eligible primary and community services

Initial priority funding was made as a lump sum payment to providers to reduce pay disparities for nursing and eligible kaiāwhina workforces in:

- Kaupapa Māori providers
- Pasifika providers
- Aged residential care (ARC)
- Home and community support services (HCSS)
- Hospice

These sectors will receive ongoing additional funding as part of their 1 July annual contract price increase.

Further funding will get paid to providers in other health-funded sectors from 1 July 2023, including:

- Mental health and addictions
- Plunket/Well Child Tamariki Ora
- Family Planning
- School based health services
- Rural hospitals
- National Telehealth Service
- Community care services
- Youth One Stop Shop
- General practice (that have completed Te Whatu Ora's workforce data collection)

Which employees are eligible for this funding?

This additional funding is for primary and community services that employ nurses and kaiāwhina working in roles that require someone to be a registered or enrolled nurse, or a kaiāwhina who has a role similar to a healthcare assistant employed in a hospital. You must work in a role that specifically requires one of these roles.

If you are part of a workforce that has a pay equity claim or settlement, you are not eligible for a pay increase under this initiative. This could include the 1 July 2022 Support Workers claim or the Social Workers Pay Equity settlement.

How can I find out if my organisation will receive pay disparity funding?

You will need to speak with your employer to confirm if they are eligible for the funding and have accepted the offer.

I am an employee of an organisation that has been offered pay disparity funding. When can I expect a pay rise?

Please contact your employer or union for information about whether you may receive a pay increase as a result of this initiative and when that will occur.

I am an eligible employee, who can I contact for more information?

Please contact your employer or union for information.

Who can I ask for support?

If you have any questions relating to your employment, please contact your employer in the first instance. If your issue remains unresolved, you can contact your union or someone who can give you advice and represent you if needed. You can also contact your local Citizens Advice Bureau or Employment New Zealand.

Why am I not getting the same pay as a Te Whatu Ora employed nurse?

Te Whatu Ora nurses' wages are subject to agreed settlements between the New Zealand Nurses Organisation and Te Whatu Ora. If you have a different employer, there may be different workforce, working and pay agreements.

Other useful information

Working for Families Tax Credits

Any increase to your wages may affect payments for Working for Families tax credits. You should check your family income estimate and let Inland Revenue know if it needs to be changed. This will help make sure you get paid the right Working for Families tax credits and avoid an overpayment.

You can make changes online anytime through myIR or call 0800 227 773.

Student loans and KiwiSaver

If your pay increased, you may notice your student loan repayments and KiwiSaver contributions changed too. An increase in wages is likely to see the amount deducted increase.

If you have exceeded the threshold of \$439 per week or \$878 if you are paid fortnightly for student loan repayments, you may see deductions. Please ensure you are using the correct tax code.

You can make changes or find out more information online through myIR or call 0800 549 472 about KiwiSaver or 0800 377 778 about student loans.

Pay disparities web page

For more information, see the Te Whatu Ora website on: <https://www.tewhatauora.govt.nz/whats-happening/what-to-expect/for-sector-and-service-providers/pay-disparities/>