

Reducing pay disparity for nurses and kaiāwhina in general practice and urgent care: 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 general practices

General practices and urgent care centres eligible for additional funding under this initiative are those that receive funding from Te Whatu Ora or Te Aka Whai Ora for general practice services, employ nurses and eligible kaiāwhina, have responded to Te Whatu Ora's request for workforce Full Time Equivalent (FTE) data and have accepted the funding offer from their Primary Health Organisation.

General practices and urgent care centres that accepted the offer of pay disparity funding sent out in June 2023 are expected to receive the funding in late July 2023.

Which general practice employees are eligible for this funding?

As for all sectors, this additional funding is for general practices and urgent care centres 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 general practice 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 a general practice 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/>