

Care and Support Workers Pay Equity Claim Stakeholder Update #7

The following is our latest update on the Pay Equity Claim for Care and Support Workers. Things have been very fluid this past month, so we have provided the latest status as at 4 September 2023.

- Discussions are continuing between the unions and employers in the current claim, and with government representatives. These are currently focused on the funding required to enable a potential pay equity settlement to be reached and the potential timing for this.
- The ability to progress to formal bargaining currently hinges on written confirmation from funders that sufficient funding is set aside to pay for a potential pay equity settlement that could result from bargaining.
- Employers and unions have agreed on the key elements of an in-principle remuneration model to deliver a pay equity settlement. They have provided the model to funders, along with indicative costings. The parties are now waiting for a response from funders.
- Formal bargaining can only proceed after confirmation that the Government has set aside the amount of funding required to pay for a potential pay equity settlement. While we are advocating hard for this to be progressed, it does mean that there is increasing uncertainty as to whether bargaining can formally proceed in the first half of September as we had previously hoped.
- The unions and employers are continuing to meet regularly to continue *pre-bargaining* (currently two days per week). The parties hope to be at a stage where any issues have been resolved through pre-bargaining to expedite the formal bargaining, if, and when that can proceed.
- It is still anticipated that if, and when, a pay equity settlement is reached, the Government will look at extending benefits of any settlement to workers performing the same work in the wider care and support sector.
- The Government has given positive signals around the potential extension of any pay equity settlement.

For more information, please refer to the FAQs on our Pay Equity page of our website at www.hcha.org.nz which are being regularly updated.