

IN PRINCIPLE AGREEMENT

Allied, Scientific, and Technical Pay Equity Claim

This document sets out the agreement in principle, between the parties listed below, to settle the Allied, Scientific, and Technical Pay Equity Claim.

Ratification and approval of the settlement

The parties acknowledge that this agreement in principle is subject to:

- a) approval of the settlement by Te Whatu Ora;
- b) confirmation from the Central Agencies Governance Group that the proposed settlement (Milestone 6 report) will implement pay equity and is in keeping with the Equal Pay Act 1972; and
- c) approval of the settlement by the Director-General of Health.

Once the necessary approvals have occurred on the employer side, the following document will form the proposed pay equity claim settlement agreement which will be subject to ratification by Te Whatu Ora employees covered by the pay equity claim.

The PSA and APEX agree to seek approval of the proposed settlement agreement from covered employees in accordance with s13ZF of the Equal Pay Act 1972.



Margie Apa

Chief Executive of Te Whatu Ora
For Te Whatu Ora – Health New Zealand

2/10/2023

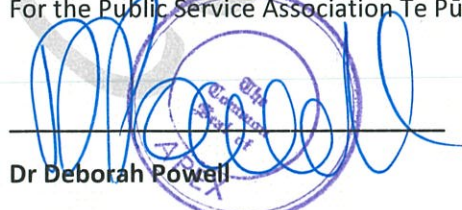
Date:



J. Sue McCullough

PSA National Sector Lead - Health
For the Public Service Association Te Pūkenga Here Tikanga Mahi

Date:



Dr Deborah Powell

National Secretary APEX
For the Association of Professional and Executive Employees

Date: 27/9/23

Pay Equity Claim Settlement Agreement

Allied, Scientific, and Technical Pay Equity Claim

Introduction

1. This Pay Equity Claim Settlement Agreement ("Settlement Agreement") is a pay equity claim settlement for the purposes of the Equal Pay Act 1972 ("the Act") and records the agreement reached between Te Whatu Ora – Health New Zealand, the New Zealand Public Service Association Te Pūkenga Here Tikanga Mahi and the Association of Professional and Executive Employees to settle the Allied, Scientific, and Technical Pay Equity Claim ("the Claim").
2. As a consequence of being covered by this Settlement Agreement, the Collective or Individual Employment Agreement of every employee who is covered by the Allied, Scientific, and Technical Pay Equity Claim Settlement¹ is automatically varied in accordance with section 13ZM of the Act.
3. The date on which this Settlement Agreement is signed by all parties will be the Settlement Date.

Parties

4. The parties to the Settlement Agreement ("the parties") are:
 - 4.1. Te Whatu Ora – Health New Zealand ("Te Whatu Ora");
 - 4.2. the New Zealand Public Service Association Te Pūkenga Here Tikanga Mahi ("PSA"); and
 - 4.3. the Association of Professional and Executive Employees ("APEX").

Background

5. The Claim is a consolidation of the following pay equity claims:
 - 5.1. Allied, Scientific, and Technical roles in Auckland, Counties Manukau, and Waitematā, and as described in the claim raised by PSA in July 2018
 - 5.2. Allied, Scientific, and Technical roles in the rest of New Zealand, and as described in the claim raised by PSA in July 2018
 - 5.3. Radiation Therapy roles employed by Capital & Coast DHB, raised by PSA in July 2020
 - 5.4. Genetic Counsellor/Associate roles employed by Capital & Coast and Auckland DHBs, raised by PSA in October 2020
 - 5.5. Allied, Scientific, and Technical Services roles, raised by APEX in July 2020
6. The unions consolidated the two unions' claims into one claim as required by section 13M of the Equal Pay Act 1972

¹ Covered by the Allied, Scientific, and Technical Pay Equity Claim Settlement, in relation to an employee, means the employee –
(a) was covered by the Allied, Scientific, and Technical Pay Equity Claim at the time that the claim was settled; or
(b) has accepted an offer of the benefit of the Allied, Scientific, and Technical Pay Equity Claim Settlement made under section 13ZL(2), (4), or (5) of the Act.

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7. The work covered by the claim is set out in Appendix 1. The Claim also covers the work of employees of Te Whatu Ora whose work is the same or substantially similar to this work, but which is referred to with an alternative title.
8. A summary of the method used to assess this pay equity claim and a description of the comparators considered by the parties is as follows:
 - 8.1. The parties obtained assessment information regarding the work of the claimants and potential comparators and other relevant material related to remuneration of claimant and comparator work.
 - 8.2. The list of potential comparators included:
 - a) Detectives
 - b) Detective Sergeants
 - c) Detective Senior Sergeants
 - d) Veterinary Technical Supervisors
 - e) Travelling Technical Supervisors
 - f) Fisheries Officers and Senior Fisheries Officers
 - 8.3. The parties jointly assessed the work to which the settlement relates and the work of potential comparators using the Equitable Job Evaluation (EJE) tool as the guide.
9. On 25 September 2023, the parties agreed in-principle to settle the Claim and draft this Settlement Agreement to offer to proposed settlement employees² for consideration and mandate as required under s13ZF of the Act for the unions to enter into a pay equity claim settlement.

Agreed terms of settlement

10. The parties have agreed the Claim is settled and that the remuneration provided for in this Settlement Agreement does not differentiate between male and female employees in the manner set out in section 2AAC(b) of the Act, and any historical undervaluation is resolved.
11. The purpose of this Settlement Agreement is to:
 - 11.1. settle the Claim and record the agreed outcome of settlement negotiations in writing to fulfil the requirements of sections 2AAC(b) and 13ZH(3) of the Act; and
 - 11.2. record the process for reviewing and maintaining pay equity for employees covered by the Settlement Agreement; and
 - 11.3. detail the frequency of those reviews, which must be aligned with any applicable collective bargaining rounds or if no collective bargaining round applies, at least every three years; and
 - 11.4. include a summary of the method used to assess the Claim and a description of the comparators that were considered by the parties; and
 - 11.5. provide certainty for the parties that this Settlement Agreement is a full and final settlement of all matters relating to the Claim from the date this Settlement Agreement comes into force (section 13ZH of the Act).

² Proposed settlement employee means each employee who is covered by the Allied, Scientific, and Technical Pay Equity Claim.

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12. This Settlement Agreement applies to employees who are covered by the Claim.³
13. Additionally, all employees employed Te Whatu Ora who were not covered by the Claim, but who perform the same, or substantially similar work as the work to which this Settlement Agreement relates, and who are not barred from raising their own claim under the Act, will be offered the full benefit of this Settlement Agreement, in accordance with section 13ZL of the Act.

Settlement Agreement detail

Sex-based undervaluation

14. Sex-based undervaluation was not established for the following five occupational groups:
- a) Sonographers
 - b) Psychologists
 - c) Medical Physicists
 - d) MRI and Nuclear Medicine
 - e) Perfusionists
15. As sex-based undervaluation was not established for these five occupational groups, there is no change to their existing salary scales or terms and conditions of employment. The salary scales and associated terms and conditions of employment set out in this Settlement Agreement do **not** apply to these occupational groups.
16. The parties agree that the existing salary scales and terms and conditions of employment of these five occupational groups do not differentiate between male and female employees in the manner set out in section 2AAC(b) of the Act.
17. Sex-based undervaluation was established for all other occupational groups covered by the Claim ("the Undervalued Occupational Groups").

Remuneration

18. The parties have reached agreement on new national salary scales for Allied, Scientific, and Technical roles in the Undervalued Occupational Groups, informed by the joint pay equity process and agreed through bargaining. The parties agree that the new salary scales do not differentiate between male and female employees in the manner set out in section 2AAC(b) of the Act.
19. There will be three new salary scales as a result of the pay equity claim settlement:
- a) Clinical/degree-qualified core salary scale
 - b) Clinical/degree-qualified designated salary scale
 - c) Technical/non-degree-qualified core and designated salary scale
20. The new salary scales and associated terms and conditions, contained in Appendix 2, are based on a 40-hour working week and will be prorated for those who work less than a 40-hour week. The new salary scales and associated terms and conditions will apply from 1 June 2023 and will replace the existing scales for all Allied, Scientific, and Technical roles in the Undervalued Occupational Groups.

³ Covered by Allied, Scientific, and Technical Pay Equity Claim, in relation to an employee, means the employee –

- (a) is covered by the Allied, Scientific, and Technical Pay Equity Claim in accordance with section 13W of the Act; and
- (b) has not opted out under section 13Y of the Act.

Progression

1. The rules for progression through each of the new salary scales are set out in Appendix 2 along with the relevant salary scale with the following exception. The exception is that where the progression rules in existence prior to the settlement of this pay equity claim relate to training and qualification and provide for progression other than on an annual basis (either more or less frequent), those existing progression rules will remain.

Translation to new salary scale

2. The parties have reached agreement on how employees in the Undervalued Occupational Groups will be translated to the new salary scales effective from 1 June 2023. Details of the translation are contained in Appendix 3.

Interim pay adjustment

3. The parties have agreed that an interim adjustment of an increase of \$4,000 to base salary will be applied as of 30 November 2022 to the base salaries of employees in the Undervalued Occupational Groups who are covered by this Settlement Agreement. This will apply from 30 November 2022 until 31 May 2023 and is then subsumed by the new pay equity rates which come into effect on 1 June 2023.
4. Employees covered by this Settlement Agreement will receive backpay to take account of this interim adjustment for the period 30 November 2022 to 31 May 2023.
5. Backpay on the basis of the interim pay adjustment set out above will also be available to individuals who were employed in an Undervalued Occupational Group but who left employment at any time during the period 30 November 2022 to 1 June 2023. Payment of this backpay is conditional upon the individual lodging a completed application for payment in accordance with a process that will be specified by Te Whatu Ora on its website.

Payment in recognition of past work

6. The parties have agreed on a lump sum payment of \$10,000 (gross and pro-rated) in recognition of past work.
7. The following people are eligible for this payment:
 - 7.1. Individuals who are employed by Te Whatu Ora as at the Settlement Date in an Undervalued Occupational Group, and who are covered by this Settlement Agreement; and
 - 7.2. Individuals no longer employed by Te Whatu Ora but who were employed by Te Whatu Ora in an Undervalued Occupational Group at any time during the period 1 June 2023 to the Settlement Date.
8. The \$10,000 lump sum payment will be pro-rated by:
 - 8.1. Service in an Undervalued Occupational Group role across the 12-month period prior to the Settlement Date; and
 - 8.2. FTE in an Undervalued Occupational Group role, based on the greater of contracted FTE as at 1 June 2023, and the actual hours worked (excluding overtime and call back, and up to the equivalent of 1 FTE) for the 12 month period prior to the Settlement Date.
9. For the avoidance of doubt, individuals who undertook a period of casual engagement at any time during the period 1 June 2023 to the Settlement Date are eligible for the lump sum payment which will be pro-rated based on actual hours worked during the 12-month period prior to the Settlement Date.

10. Payment of this lump sum to individuals not currently employed by Te Whatu Ora is conditional upon the individual lodging a completed application for payment in accordance with a process that will be specified by Te Whatu Ora on its website.

Implementation

Date of settlement

11. This Settlement Agreement will come into effect on the Settlement Date.

Payment of pay equity rates

12. The new salary scales and the lump sum payment agreed as part of this Settlement Agreement will be implemented by Te Whatu Ora as soon as practicable. The parties acknowledge that there are practical constraints to implementation and understand and accept that implementation cannot be immediate.

Review

13. The parties agree that they will review the remuneration agreed in this Settlement Agreement to ensure that pay equity is maintained in accordance with section 132H of the Act.
14. Reviews will apply to all employees in roles covered by this Settlement Agreement. The unions agree that the interests of all employees covered by this Settlement Agreement will be addressed in the review process.
15. The first review will occur no later than two years after the Settlement Date.
16. Each subsequent review will occur within three years of the preceding review.
17. The process for reviewing the remuneration to ensure pay equity is maintained will be:
- 17.1. The parties will meet six months prior to the expiry of the relevant review period and from time to time thereafter.
 - 17.2. The parties will fully cooperate and will address all issues in a timely manner.
 - 17.3. The parties will jointly determine the remuneration adjustment (if any) required to ensure pay equity is maintained. The parties may review and analyse any changes in the comparator remuneration that have occurred since the pay equity settlement and/or since the last review, as well as any other matters they consider relevant.
 - 17.4. If the parties disagree as to whether an adjustment is required, or agree that an adjustment is required but do not agree as to the value of the adjustment, then the following process will occur:
 - a) The parties will provide each other with proposed pay equity rates, along with an explanation as to what is proposed and why.
 - b) The parties will meet promptly to attempt to reach agreement.
 - c) In the event of no agreement, the parties agree to attend mediation in good faith using their best endeavours to resolve the outstanding matters between them. Should mediation not result in an agreement the parties may have recourse to any applicable processes provided by law to resolve their disputes.
 - 17.5. Paid time off of no more than 2 hours (at ordinary time rates) shall be allowed for employees to attend meetings to discuss a review. Prior approval for such meetings

shall be obtained from management. Such approval shall not be unreasonably withheld.

- 17.6. The employer will cooperate with the unions to ensure they have sufficient information to involve all employees in the review process. This may include, to the extent permissible by law: facilitating communications, or sharing information with the unions in order to assist the unions to involve employees in the process.

18. This review process may be assessed and adjusted by agreement in writing between the parties from time to time.

Union mandate

19. The PSA and APEX confirm that s13ZF(5) of the Act has been complied with prior to signing this Settlement Agreement.

Good Faith

20. The parties will deal with each other in good faith on all matters under, or associated with, this Settlement Agreement in accordance with section 13C of the Act.

Costs

21. The parties agree to bear their own costs of negotiating and entering into this Settlement Agreement.

Counterparts and entire agreement

22. This Settlement Agreement may be executed in counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.
23. This Settlement Agreement is made up of all of its parts including appendices, and supersedes and extinguishes all previous drafts, agreements, arrangements, and understandings between the parties.

Legal advice

24. The parties agree they have had the opportunity to seek independent legal advice on the meaning and effect of this Settlement Agreement.

Signatories

Margie Apa Chief Executive of Te Whatu Ora For Te Whatu Ora – Health New Zealand	Date

J. Sue McCullough PSA National Sector Lead - Health For the Public Service Association Te Pūkenga Here Tikanga Mahi	Date

Dr Deborah Powell National Secretary APEX For the Association of Professional and Executive Employees	Date

Appendix 1 – work covered by the claim

The work covered by the Claim is all roles within the Allied, Scientific, and Technical workforce employed by Te Whatu Ora. The Claim also covers the work of employees of Te Whatu Ora whose work is the same or substantially similar to this work, but which is referred to with an alternative title.

A&OD Clinicians	Hand Therapist	Pharmacist
Activities Officer	Health Informatics	Pharmacy Assistant
Anaesthetic Technician Trainees	Health Promotion	Pharmacy Technician
Anaesthetic Technicians	Health Protection	Pharmacy Technician Trainee
Assistant	ICU/PICU Techs	Phlebotomist
Audiologist	Laboratory Assistant	Physicist
Audiometrists	Magnetic Resonance Imaging Technologist	Physiotherapist
Audiology Technician	Māori Health Workers	Physiotherapy Assistant
Bone Density Scanner	Medical Imaging Technologist	Play Specialist
Biomedical Technician	Medical Laboratory Scientist	Podiatrist
Care Co-ordinators	Medical Laboratory Technician	Psychologists
Clinical Engineering Technician	Medical Laboratory Technician Trainee	Psychotherapist
Clinical Engineers (BMET)	Medical Photographers	Public Health Assistant
Clinical Physiologist	Medical Radiation Therapist	Recreation & Welfare Officers
Clinical Physiology Technician	Mental Health Professionals	Rehab Support Workers
Community Support Worker	Mental Health Support Worker	Rehab Therapists & Assistants
Consumer Advisor	Mortuary Technician	Renal Dialysis Technicians
Counsellors	Needs Assessors/Service Co-ordinators	Scientific Officer
Cultural Advisor	New Born Hearing Screeners	Scientist
Dental Assistant	Neurophysiology Technician	Smokefree Officers
Dental Technician	Nuclear Medicine Technologist	Social Work Assistant
Dental Therapist	Nutritionists	Social Worker
Dietitian	Occupational Therapist	Sonographer
Diversional Therapist	Occupational Therapy Assistant	Speech Language Therapist
Drinking Water Assessor	Ophthalmic Technician	Sterile Sciences Assistant
ECG Technician	Optometrists	Sterile Sciences Technician
Embryologist	Optometry Technician	Technical Officer
Exercise Physiologist	Orthoptist	Technician Assistants
Family Advisors	Orthotist	Therapy Assistant
Family Therapist	Other Technicians	Vision & Hearing Technicians/Testers/Technical Officers
Genetic Associates/Counsellors	Pacific Health Worker	Visiting Neurodevelopment Therapist
	Perfusionist	Wheelchair and Seating Therapist
		Wheelchair Technician

Appendix 2 – new salary scales

New Clinical/degree qualified core salary scale effective 1 June 2023

Recognition Step 10	\$109,000
Recognition Step 9	\$106,000
Additional Progression Step 8	\$103,000
Step 7	\$100,466
Step 6	\$97,741
Step 5	\$93,246
Step 4	\$87,644
Step 3	\$82,045
Step 2	\$76,442
Step 1	\$70,842

Progression rules:

1. For Steps 1 – 7 inclusive above, progression will occur by annual increment at anniversary date.

Additional Progression Step

2. The Additional Progression Step process is distinct from the Recognition Step process.
3. Progression from the Step 7 to the additional progression step is dependent on the achievement of agreed objectives, which are set prospectively when the employee reaches Step 7. These objectives should align with the qualities of an experienced practitioner, with the appropriate level of the Guidelines of Expectation of Professional Practice (GEPP) document which provides guidance on these and reflects the expected professional/technical skills and personal attributes.
 - [Guidelines for Expectations of Professional Practice of Allied Health, Scientific and Technical Professionals \(GEPP\) 2023](#).
4. The parties acknowledge that it is the individual employee's decision and responsibility to initiate the processes associated with the additional progression step. To commence the process the employee will write to the team leader/ manager requesting a meeting to set objectives.
5. The discussion and setting of objectives for additional progression would normally occur in conjunction with the employee's annual performance review.
6. In the event that the manager and the employee cannot agree on the objectives the employee may consult with the relevant union. If there is still no agreement the manager will set the objectives. This objective setting process is to be completed in three months of the employee requesting the meeting.
7. The assessment against these objectives shall commence 12 months after the objectives have been set. Any movement arising from this assessment shall be effective from 12 months after the date the employee wrote to their team leader/manager under clause 4 above, provided that:
 - 7.1. Progression shall not occur earlier than the anniversary date of the employee's movement to the top automatic step.
 - 7.2. Progression will not be denied where the employer has failed to engage in the objective setting process and/ or the assessment of whether or not the objectives have been achieved.
 - 7.3. Progression to the additional progression step is not available to employees who are below Step 7.

Recognition Progression Steps

8. The two recognition progression steps (steps 9 and 10) provide those practitioners in a non-designated role with a pathway for career progression and salary review appropriate to their individual, profession and service requirements. The parties note that there is a wide variety of merit progression processes currently in place. The Merit Processes contained in various collective agreements covered by this settlement will generally be subsumed by Recognition Progression Steps.

Principles

9. The recognition steps facilitate progression that many employees naturally seek in the course of their work. It is designed to enable employees to utilise their expertise as a formal part of their practice, while enhancing service delivery and fostering continued development and growth through the process of agreed objective setting and delivery
10. For this reason, it is anticipated that, where reasonable and agreed, an employee may be able to progress the objectives required for recognition progression during work time.
11. To be Eligible for Salary Progression:
- a) An employee may initiate the recognition process immediately after moving to the qualifying step (eg. Step 8 to progress to Step 9, Step 9 to progress to Step 10). As per clause 7(a), progression will not occur until the employee has been on the qualifying step for at least a year. An employee must be on Step 8 (APS) before they can move to Recognition Step 9 or must be on Recognition Step 9 to move to Recognition Step 10.
 - b) Demonstrates innovation, excellence, leadership, and/or specialist skills and knowledge in their contribution to service. This could include, but is not limited to:
 - I. At least two years working in an area of specialisation or advancing practice.
 - II. Recognised by other staff as becoming expert in at least one area of clinical or cultural skills and approached as a resource and teacher (with appropriate evidence)
 - III. Evidence of involvement in quality and improvement initiatives or audit activity.
 - IV. Evidence of involvement in research, presenting at conferences or authoring work.
 - V. Agreed postgraduate study.
 - c) Has had a satisfactory performance appraisal (or equivalent) within the last 12 months.
 - d) Is undertaking clinical work at the level expected as described in the GEPP document at the applied for salary step. [Guidelines for Expectations of Professional Practice of Allied Health, Scientific and Technical Professionals \(GEPP\) 2023.](#)
 - e) Has achieved agreed objectives linked to Guidelines for Expectation of Professional Practice at relevant level.
 - f) Is contributing to the wider organisational goals, the team, the service, the locality, or the system in general.
12. An employee can progress to the Recognition Step at any time throughout the year (once criteria is met), i.e., they do not need to wait for their anniversary date. However, only one step movement can be made annually.

13. The criteria for progression to each recognition step are as follows:
14. To access Recognition Step 1 (Step 9 of the Degree-based scale) an employee must select and complete objectives across no fewer than two domains ensuring that cultural safety and Te Tiriti principles are woven into objectives. Objectives must be chosen from the "Further Developing Knowledge & Skills" or further Stage of Development.
15. To access Recognition Step 2 (Step 10 of the Degree-based scale) an employee must select and complete objectives across no fewer than two domains, ensuring that cultural safety and Te Tiriti principles are woven into objectives. Objectives must be chosen from the "Becoming Expert" Stage of Development.
16. To access Step 4 of Grade DF on the Clinical/degree qualified designated salary scale, an employee must select and complete objectives across no fewer than two domains, ensuring that cultural safety and Te Tiriti principles are woven into objectives. Objectives must be chosen from the "Acknowledged Leader" Stage of Development. At least one objective will be selected from the "Leadership & Management" domain.

Objectives:


17. It is intended that objectives are ones that show growth, development, and continuing contribution to the service. As such, objectives will generally be relevant to the service, wider organisation and/or profession evidence of role stretch/meritorious performance.
18. The parties acknowledge that it is the individual employee's decision and responsibility to initiate the processes associated with the recognition progression step. To commence the process the employee will write to the team leader/ manager requesting a meeting to set objectives.
19. The discussion and setting of objectives for additional progression would normally occur in conjunction with the employee's annual performance review. Objectives agreed will be specific, measurable achievable realistic and time bound (SMART). Reviews throughout the 12 months can be undertaken by mutual agreement. Setting the objectives may involve the professional lead or equivalent.
20. In the event that the manager and the employee cannot agree on the objectives the employee may consult with the relevant union. If there is still no agreement, they may need to meet with the union and their manager, professional lead or equivalent. This objective setting process is to be completed in three months of the employee requesting the meeting. Without agreed objectives no progression will occur.
21. Recognition objectives must be set and agreed prospectively by the manager and the employee in a timely manner. However, the setting of objectives may take into consideration work that has been initiated within a reasonable timeframe prior to the objectives being set as long as objectives remain current to service need/service development and of benefit to professional development.

New Clinical/degree qualified designated salary scale effective 1 June 2023

DA	3	\$109,000	DB	3	\$114,000	DC	3	\$119,000	DD	3	\$124,000	DE	3	\$130,000	DF	4	\$142,000
	2	\$106,000		2	\$111,500		2	\$116,500		2	\$121,500		2	\$127,000		3	\$138,000
	1	\$103,000		1	\$109,000		1	\$114,000		1	\$119,000		1	\$124,000		2	\$134,000
												1	\$130,000				

Progression rules:

22. Progression through the steps included **within** each grade will be on an annual basis, on the employee's anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is advised otherwise. Progression does not occur beyond the top step of each grade.
23. Movement between designated salary scale grades shall only be on the basis of appointment to a higher graded position.

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New Technical/non-degree qualified core and designated salary scale effective 1 June 2023

Technical/Non-degree qualified				Designated salary scales	
				Designated 4	\$ 91,000
				Designated 3	\$ 87,629
				Designated 2	\$ 85,077
Core salary scales				Designated 1	\$ 82,599
		Group B			
		Step 7	\$ 80,193		
Group A		Step 6	\$ 76,374		
Step 5	\$ 72,737	Step 5	\$ 72,737		
Step 4	\$ 69,273	Step 4	\$ 69,273		
Step 3	\$ 65,975	Step 3	\$ 65,975		
Step 2	\$ 62,833				
Step 1	\$ 59,842				

Progression rules:

Groups A and B

1. Progression through the steps included **within** each of groups A and B will be on an annual basis, on the employee's anniversary date. Progression does not occur beyond the top step of each group.
2. Movement between groups A and B shall only be on the basis of appointment to a higher graded position.

Designated salary scales

3. Movement into the designated salary scales and movement through the designated salary scale is by appointment to a higher graded position. Progression does not occur between the designated salary scales.

Appendix 3 – Translation

1. Details of how the current salary scales will translate to the new salary scales can be found in the [Allied, Scientific, and Technical Pay Equity Settlement Translation Plan](#).

Translation guiding principles

Clinical/degree-qualified salary scales

2. Steps 1 – 10
 - a) Employees currently in Steps 1 – 10 will translated on a step-to-step basis in accordance with in the Allied, Scientific, and Technical Pay Equity Settlement Translation Plan.

Steps 11 – 19

- a) Employees in designated roles will translate to the new designated salary scales in accordance with in the Allied, Scientific, and Technical Pay Equity Settlement Translation Plan.
- b) Employees who have progressed onto steps 11 to 19 through Merit-based progression (CASP or Technical Merit), who are not in a Designated Position, and who are paid below the salary rate in Recognition Step 10 at 1 June 2023, will translate to Recognition Step 10.
- c) Employees who have progressed onto steps 11 to 19 through Merit-based progression (CASP or Technical Merit), who are not in a Designated Position, and who are paid above Recognition Step 10 at 1 June 2023, shall have their current salary rate maintained.

Technical/Non-degree qualified salary scales

3. The translation of current salary scales into Group A and Group B in the new Technical/Non-degree salary scales are as follows:

Group A

ECG Techs PSA Non-degree scale CI 5.5.2

Sterile Supply Techs

- PSA AKL
- PSA RoNZ
- APEX Hawke's Bay CI 5.2
- AWUNZ Counties Manukau CI 13.4

Laboratory Assistant / Trainee Medical Laboratory Tech (Incl. Pre-Analytical Technician) /

Medical Laboratory Tech (Incl. Pre-Analytical Technician) – Provisional Phlebotomist and

Specimen Services Techs

- APEX Scale 5.4
- PSA AKL Scale 5.5.2
- PSA RoNZ Scale 5.5.2

Trainee Pharmacy Technicians

- PSA AKL Scale 5.5.2
- PSA RoNZ Scale 5.5.2
- APEX Pharmacy Assts Scale
- FIRST MidCentral Pharmacy Asst Scale
- FIRST & E Tu Tairawhiti Support Staff CA Cl. 8.3 Pharmacy Tech
- FIRST Hutt Support Staff CA Cl. 4.3 Trainee Pharmacy Tech

Pharmacy Assistants

- PSA AKL Scale 5.4.2
- PSA RoNZ Scale 5.4.2
- APEX Pharmacy Assts Scale
- FIRST MidCentral Pharmacy Asst Scale
- FIRST & E Tu Tairawhiti Support Staff CA Cl. 8.4 Pharmacy Asst

Group B

Audiometrists

PSA Non-degree scale CI 5.5.2

Clinical Physiology Techs PSA Non-degree scale CI 5.5.2

Vision Hearing Testers PSA Non-degree scale CI 5.5.2

Medical Laboratory Technician (Incl. Pre-Analytical Technician)

- APEX scale 5.3
- PSA Auckland Scale 5.5.2
- PSA RoNZ Scale 5.5.2

Medical Laboratory Technician (Mortuary)

- APEX Scale 5.6
- PSA AKL Scale 5.6.3(b)
- PSA RoNZ Scale 5.6.3(b)

Health & Community Workers L1 & 2 / Hauora Māori Workers L1 & 2

- o L2 H&C Workers AKL
- o L2 H&C Workers RoNZ
- o L1 H&C Workers AKL
- o L1 H&C Workers RoNZ
- o L2 Hauora Māori Workers AKL
- o L2 Hauora Māori Workers RoNZ
- o L1 Hauora Māori Workers AKL
- o L1 Hauora Māori Workers RoNZ

Allied, Dental & Public Health Assistants

- PSA Allied, Dental & Public Health Assistants AKL
- Allied, Dental & Public Health Assts RoNZ
- APEX MIT Clinical Assts
- APEX Radiation Therapy Assts Scale 5.5
- PSA Radiation Therapy Assts Scale 5.5

Pharmacy Technicians

- PSA Auckland Scale 5.5.2
- PSA RoNZ Scale 5.5.2
- APEX Pharmacy Scale 11.2
- FIRST MidCentral Pharmacy Tech Scale
- FIRST & E Tu Tairawhiti Support Staff CA Cl. 8.2 Pharmacy Tech
- FIRST Hutt Support Staff CA Cl. 4.3 Pharmacy Tech

4. Employees in Technical/Non-degree qualified roles will translate in accordance with in the Allied, Scientific, and Technical Pay Equity Settlement Translation Plan.