

Steps to pay equity

Based on the guidance prepared by Te Kawa Mataaho Public Service
Commission's Pay Equity Work Assessment Process Guide

1

Raising the claim

We raise the claim with your employer on your behalf, before working with the employer as they decide if they agree the claim is arguable.

If the employer agrees there are grounds to a case, they will then notify affected employees and relevant unions.

2

Assessing the claim

Involved parties agree to bargaining process.

Interviews and questionnaires are conducted to create profiles of work, which are then scored using a Pay Equity tool.

Comparators (male dominated professions of equal value) are identified and assessed against claimant role profiles to determine level of undervaluation.

3

Negotiating the claim

Negotiations take place to settle the claim.

A proposed offer is brought to members to vote on.

If members vote in favour, the new pay rates are implanted.

4

Maintaining the claim

We negotiate a process to keep revisiting the Pay Equity rate, to ensure that you never fall behind again.

we are
allied

WORTH
100%

Same value.
Same pay.

PSA 