

## Frequently Asked Questions – Mana Taurite | Pay Equity teacher areas of responsibility consultation – August 2024

### What is pay equity?

Pay equity means that people are paid equally for doing work of equal value. It recognises that while on the surface two jobs may look different to each other, if they require similar skills and experience, responsibilities, degrees of effort or working conditions then they should be paid the same.

Seen as ‘women’s work’, many jobs that are mainly done by women are often undervalued. The pay equity process works to fix this undervaluation.

### Who is covered by the teachers’ pay equity claim?

Your claim is the largest ever filed in Aotearoa and covers over 90,000 teachers and principals working in schools, kindergartens and education and care settings.

### How do we win pay equity?

We’ll win pay equity by working together. We need to accurately illustrate to the Government the wide-ranging work responsibilities of educators and build public support to ensure the Government sees how important this issue is within our communities.

### What is the teacher areas of responsibility document we are giving feedback on?

Over the past year, nearly 300 people from across the teaching profession were interviewed as part of building an evidence base for this pay equity claim. In our sectors these were done by trained NZEI Te Riu Roa members and the Ministry of Education. Now, a summary report of those interviews outlining the responsibilities identified by teachers and leaders is going out to the teaching profession.

This is your chance to work with your colleagues to identify any key responsibilities that may have been missed in the report, and the extent to which the depth and breadth of roles have been captured.

The report (called the General Areas of Responsibility – GARs) is simply a summary of what came up during the interviews conducted. This is a key window to fill any gaps that the report has and build a picture of teaching and school/centre leadership that reflects the complexity of our work.

### How can we make sure our views are heard?

Feedback will be received via an online form from 9 September to 18 October 2024. The link will be live on our website from 9 September.

Anyone can do the survey, but it’s a great idea to discuss it collectively with colleagues. We are encouraging all teachers and school/centre leaders to make a time now to talk about the document together as a profession. You can do the survey as an individual or on behalf of a group.

### What’s the difference between pay equity and pay parity?

Pay parity is the same pay for the same work – for example the unified base pay scale that primary and kindergarten teachers have won through collective bargaining with secondary teachers, and recent NZEI Te Riu Roa campaigns for pay parity for early childhood teachers. Pay equity addresses the issue

of gender undervaluation. It ensures that men and women are paid the same for work that may be different but is of equal value in terms of level of skill and responsibility required.

### **How does this impact my collective agreement?**

Mana Taurite | Pay Equity is separate from our collective agreement negotiations. Pay equity is a one-off process to correct any undervaluation that's found. Collective bargaining continues regardless of where the claim is up to (for many NZEI Te Riu Roa members this will take place in 2025 and early 2026).

### **How long will the pay equity process take?**

There is no set timeframe for pay equity claims but most in the education, health and other sectors have taken several years. As well as having the best evidence possible, which is the stage we're currently in, the decision to fund a settlement comes down to the government. This means we will need to work together with our allies, like whānau and parents, to put pressure on the government to agree to a settlement that values teaching. There is more information about the steps in the process here. [<https://www.nzeiteriuroa.org.nz/help-advice/knowledge-base/steps-to-pay-equity-2>]

### **Who can I talk to for further information?**

Your Worksite Representative, Field Officer, Mana Taurite Champion, or email [payequity@nzei.org.nz](mailto:payequity@nzei.org.nz)

### **What's the next step?**

There will be lots more opportunities for the teaching profession to contribute to this claim. If you have colleagues who are not yet members of NZEI Te Riu Roa, ask them to join today. Let's stand together to champion the work of kaiako and tumuaki and win the best pay equity settlement we can.