



Briefing Note: Signing of the Librarian and Library Assistants', and Science Technicians' Pay Equity Claim Settlements

To:	Hon Jan Tinetti, Minister of Education		
Date:	24 February 2023	Priority:	High
Security Level:	In Confidence	METIS No:	1305015
Drafter:	Dairne Grant	DDI:	+9(2)(a) [REDACTED]
Key Contact:	Sarah Martin	DDI:	9(2)(a) [REDACTED]
Messaging seen by Communications team:	Yes	Round Robin:	No

Purpose

This briefing note provides background information and draft speech notes to support your attendance at the signing of the school Librarian and Library Assistants', and Science Technicians' Pay Equity Claim settlement agreements on Monday 6 March 2023 from 11.30am at the offices of the NZEI Te Riu Roa, Red Shield House, 79 Boulcott Street, Wellington Central.

Summary

- On 2 February 2023 the Secretary for Education signed the school Librarian and Library Assistants', and Science Technicians' Pay Equity Claim settlement agreements.
- The NZEI Te Riu Roa (the NZEI) ran a mandate process with employees covered by the pay equity claims. Voting on the settlement agreements closed on Monday 20 February, and were endorsed by the majority of employees who voted.
- A formal event for representatives of the claims' parties to sign the settlement agreements will be held on Monday 6 March. You have been invited to attend and draft speech notes are enclosed to support your attendance at the event.

Proactive Release

- a Agree that the Ministry of Education (the Ministry) release this briefing note after the signing event, with any bargaining sensitive information on pay equity claims withheld to enable the Ministry to continue without disadvantage or prejudice, bargaining to settle pay equity claims in the Education sector.

☒ Agree ☐ Disagree

Anna Welanyk
Hautū – Te Pou Ohumahi Mātauranga



Hon Jan Tinetti
Minister of Education

___/02/2023

28/02/2023

Background

1. On 6 November 2020, the NZEI raised pay equity claims with the Ministry under the Act for librarians and library assistants (LPEC) and for science technicians (SPEC) employed in schools. From October 2021, the parties jointly assessed the claims to identify the existence and extent of sex-based undervaluation for these two workforces, in accordance with the Equal Pay Act 1972 (the Act).
2. In August 2022, the Ministry and NZEI agreed that the work of the claimants had been subject to historical and continued sex-based undervaluation, based on the evidence from the assessment process. Negotiations to settle the claims began in November 2022. In December 2022, the parties reached in-principle agreement to proposed pay equity settlement agreements to correct the sex-based undervaluation of the work of the claimants. Voting on both settlement agreements closed on Monday 20 February, and were endorsed by a majority of employees who voted.
3. A formal event for representatives of the claims' parties to sign the settlement agreements will be held on Monday 6 March.
4. You have been invited to attend and draft speech notes are enclosed to support your attendance at the signing event.

The Event

5. The formal signing event will take place on Monday 6 March 2023 from 11.30am at the offices of NZEI Te Riu Roa, Red Shield House, 79 Boulcott Street, Wellington Central.
6. **Annexe 1** provides draft speech notes for you.
7. **Annexe 2** provides a run sheet for the day including details of NZEI officials and members expected to be present at the event as well as proceedings for the event.
8. The following government officials will attend the event:

Te Tāhuhu o te Mātauranga Ministry of Education

- Iona Holsted, Secretary for Education
- Mark Williamson, Senior Manager, Employment Relations and Pay Equity, Te Pou Ohumahi Mātauranga
- Sarah Martin, Manager, Pay Equity Te Pou Ohumahi Mātauranga.

Te Kawa Mataaho Public Service Commission

- Gráinne Moss, Chief Executive and System Lead Pay Equity
- Dahlyani Rawlings, Senior Adviser, Pay Equity, Advice and Assurance.

9. A representative from NZSTA has also been invited to attend.

Key Messages

10. Key messages relating to the settlements are as follows:

- The Ministry of Education and NZEI Te Riu Roa have settled the pay equity claims for school librarians and library assistants, and science technicians. Employees covered by the claims voted to approve the settlements in late February 2023.
- The settlements will see around 1,200 school librarians and library assistants and approximately 400 science technicians, mostly women, being valued and paid for the work they do in line with people working in male-dominated roles of equal value.
- For school librarians and library assistants, the new pay equity rates will see them receive pay corrections between 10% to 38%.
- As an example, a school librarian who is currently earning \$26.30 per hour will see their income rise to \$32.70 per hour.
- For school science technicians, the new pay equity rates will see them receive pay corrections between 20% and 40%.
- As an example, a science technician who is currently earning \$22.92 per hour would see their income rise to \$30.39 per hour.
- The corrected pay rates will apply from 23 November 2022, which was when the evidence reports were completed and was the end of the joint work assessment phase for both claims.
- Both settlements also include a new parental payment, equivalent to six weeks' pay, to be paid to the employee six months after their return to work.
- The Ministry will provide ongoing funding to schools and kura to cover the increased cost of both settlements. The first payment to schools and kura will be made in July 2023, and employees covered by the claims will be paid the equitable rates by 31 August 2023.

Annexes

Annexe 1: Draft speech notes

Annexe 2: Event run sheet