



10 December 2021

Pay equity claim progresses with vital employee contribution

Up and down the motu, public service clerical and admin staff have been generously giving of their time to be interviewed as part of a public service pay equity claim for clerical and admin staff across 44 public sector agencies. Both the unions and employers are grateful to those who have offered to or have undertaken interviews.

The interview process, which is part of the work assessment phase of the claim, is vital for gaining a deep understanding of the work claimants do. The interviews help assess whether the skills, experience and responsibility level of the work is undervalued when assessed against comparable male-dominated work.

From Kaitaia to Bluff, across agencies large and small, so far over 425 people in the claim and their supervisors have shared their work experiences, with another 75 interviews scheduled. Each interview is undertaken with a union and employer interviewer. Interview pair Adrienne (union interviewer) and Kay (employer interviewer) have said it has been an honour to hear and record the interviews.

Adrienne shared:

“Contributions from people in the claim is so important; and we really appreciate the time taken to help us gain a collective view of our work. I too have a stake in this claim – being an administration officer myself, I now have an even deeper understanding of the breadth of work we perform in the public sector, and how our skills, experiences and responsibilities can often be taken for granted.”

And Kay agrees:

“I’m proud to be a part of a process which is giving our people around the motu a chance for their voices to be heard. It has been a humbling and eye-opening experience to listen to and record their stories. The positive attitudes of our people have been outstanding, and I look forward to following the ongoing journey of the Public Service Pay Equity Claim.”

The Public Service clerical and administrative pay equity claim was raised by the Public Service Association Te Pūkenga Here Tikanga Mahi (PSA). The Police Association joined this claim early 2021 and are working alongside the PSA. Other unions have raised claims for their members that have been consolidated into the PSA claim scope including Taxpro at Inland Revenue and NUPE at Oranga Tamariki and Department of Corrections.

The claim is supported by a programme team on behalf of 44 public service Chief Executives.

For further information, see [Public Service Clerical and Administrative Pay Equity Claim](#)

For any queries, please contact payequityclaims@publicservice.govt.nz