The pay equity data repository

Background

The repository for data that is used in pay equity claims was set up in 2020 by tripartite agreement between Ministry of Business, Innovation and Employment (MBIE), Business New Zealand and New Zealand Council of Trade Unions Te Kaue Kamahi (NZCTU).

The purpose as outlined in the terms of reference is as follows:

"The Repository should ensure that good quality, meaningful data and information which has been gathered on claimants and comparators for previous claims is accessible to parties undertaking another pay equity claims process. The intent of storing this data and information is to: expedite the process of information gathering for future claims, maintain transparency and reduce duplicate requests to claimants and comparators, and improve the consistency of data used across claims".

Since it was established, many claims have submitted material to the repository and this material has been accessed and used by other claims. The pay equity taskforce has also undertaken proactive interviews with some male dominated occupations and this data is also available.

Purpose of this guidance

This guidance has been developed in conjunction with pay equity practitioners and the NZCTU. It provides information on:

- What data you should provide to the repository should you be entering in material
- What the current tools that have been used to gather the information in the repository and how comparable they are
- How we will agree that data has 'aged out' of the repository and needs to be renewed

What to provide the repository

The principle of putting data into the repository is to capture everything that has been used for **assessing the work**. As a lot of information is generated in a pay equity process an overview of what may be considered relevant is below:

Useful	Not useful
✓ **Transcripts of interviews** ✓ **Job profiles** ✓ **History of remuneration info** ✓ **Historical occupational research** ✓ **Collective agreements**	⊗ **Outdated job descriptions** ⊗ **Factor score outcomes** ⊗ **Description of claim processes** ⊗ **Settlement agreements** ⊗ **Terms of References** ⊗ **Evidence reports** ⊗ **General Areas of Responsibility (GARS)**

The pay equity data repository

It is important to recognise that what information goes into the repository is not connected to   to the value of that work to the overall claim. There will be a lot of important work parties to a claim undertake that does not then belong in the repository. This is because the repository is intended to provide a way for other claims to utilise data gathered for assessment and integrate it into **their claims process**. Parties to each separate pay equity claim retain the responsibility to:

- ✓ agree their tool and methodological approach together
- ✓ comply with the Equal Pay Act 1972
- ✓ factor score the transcripts and/or profiles
- ✓ assess current remuneration information
- ✓ negotiate an outcome connected to the evidence gathered

Current pay equity assessment tools

There are three pay equity tools that have been used to assess work in the repository

Pay Equity Aromatawai Mahi (PEAM)

PEAM was designed in 2018 by the Ministry of Education and NZEI Te Riu Roa (NZEI TRR). It has been used in the education sector for their pay equity claims. PEAM consists of a factor scoring plan and a corresponding questionnaire (interview guide). Both PEAM and the questionnaire are reviewed and refined by the parties prior to the investigation of a pay equity claim.

Te Orowaru

Te Orowaru was designed in 2021 by the NZCTU, Te Kawa Mataaho, agency representatives and a cultural review team. It was designed for the broader economy and is used in both pay equity claims and job evaluation. Te Orowaru is treated as a living document and updated with input from stakeholders every two years.

Equitable Job Evaluation (EJE)

EJE was designed in 2007 by the Pay and Employment Equity Unit in the then Department of Labour to support a gender-neutral job sizing process. It has been used in some pay equity claims.

All three tools are regarded as gender neutral for the purposes of compliance with the Equal Pay Act 1972. However, there may be some challenges to navigate in comparability between the products of the three tools depending on which tool you are using for your claim.

Overview of comparability between tools

While PEAM and Te Orowaru may ask some different questions and contain some different factors, the interview guides overall should elicit the same depth and richness of material. There should not be fundamental difficulties in extracting data from an interview undertaken with PEAM and factor scoring with Te Orowaru or vice versa.

Interviews undertaken with EJE on the other hand as the tool is a bit older and has not been modernised since 2007 will likely have some gaps if you are looking to factor score these with PEAM or Te Orowaru. Gaps are likely to be seen in the following areas

- Te ao Māori or multi-cultural/bicultural skills
- Planning and organisation

Less detailed information may also be present for:

- Emotional effort
- Physical and financial resources
- Interpersonal communication skills

Using any interview transcripts or profiles from the repository obtained with EJE (if you are not using EJE yourself to factor score the transcript) may require some supplementary questions to be asked of that workforce for completeness. Otherwise, you may be comparing rich claimant data with less comprehensive comparator data (or vice versa) which may skew your findings and make them less robust. This has been done by some claims via supplementary questionnaires or short additional interviews.

Age of material in the repository

Practitioners have considered the most pragmatic and robust approach to ensuring that data in the repository is relevant and current. It is too blunt to simply assume a certain time period will mean that the data is dated. Rather there is point at which data should be reviewed for adequacy and currency to ensure that claims who go on to utilise it are using good relevant information.

5 years post the interviews being conducted transcripts and profiles (if used) should be reviewed for whether they are still applicable and complete. The tripartite oversight group that oversees the repository will contact the relevant agency to understand:

- Do these roles still exist
- Has the work undergone any substantive restructure to the role in the last 5 years
- Have the delegations/authority/responsibility or entry requirements to this role changed

If there are no substantive changes to the role then the interviews and profiles remain relevant and current for another 3 years. At this point the material should be updated with new interviews.

Entering data into the repository

You will find key guidance on how to submit your data into the repository on the MBIE website. However, it is recommended that you use the template below as a cover sheet on your data submission. This is to support the easy access to information about:

- The date the interviews were undertaken
- The tool used
- The number of interviews available
- The number of profiles (if used)
- What other material may be available associated with this data (i.e. remuneration history/collectives etc)

The cover sheet will also provide a way for you to keep an overview of what documents you have entered for your own records and for the easy identification of what material may be available.

The pay equity data repository

Cover sheet for data into the repository		
Name of claim	**Date of data gathered**	**Tool used to interview**
Spaceship operators claim	*May -June 2027*	*Te Orowaru*
Parties to claim	**Contact (optional)**	**Date of settlement**
Spaceship Incorporated	*Abc@spaceinc.global.net*	*February 2028*
Space explorers Unite! Union	*Standtogether@spaceexplorers.org*	
Roles in claim	**Number of interviews**	***Profiles***
Spaceship administrators	*17*	*Yes- 1*
Spaceship coordinators	*15*	*Yes- 1*
Spaceship advisors	*16*	*Yes- 1*
Comparators (if new)	**Number of interviews**	**Profiles**
Moon engineers	*7*	*Yes-1*
Interstellar travel operators	*9*	*Yes-1*
Spacecraft inspectors	*6*	*No*
Types of remuneration info	**Type of information**	**Date of information**
Remuneration history	*Report on space coordinator rem history*	Written December 2027
	Spaceship explorers collectives	*2020-2028*
Collective agreements		
Other relevant material for assessment	**Type of information**	**Date of information**
Background of the spaceship advisor role		