



## Tena koutou katoa, nga mihi nui kia koe!

Welcome to the second newsletter of the Workplace Wellbeing Project, a sector-driven initiative which seeks to promote and support good employment practices and relationships in our sector. In this issue we focus on funding and pay issues as they affect employment in our sector.

The project – and the Effective Employment Relations workshops – have gained real traction this year, reflecting the high level of interest and concern people have in the sector about employment matters.

With good reason. As a recent survey shows, there is still a long way to go to catch up with pay and conditions in other sectors. An independent evaluation recently commissioned by the PSA has shown that the work done by community support workers – supporting people with intellectual disabilities who live in community houses – is similar in size and value to the work done by corrections officers working in prisons. Yet at \$33,696 a year, the national average top pay rate for a community support worker is \$17,500 a year less than a corrections officer – a huge pay gap of 52%.

As always, low pay for these workers is determined by the funding available – not the skills, experience or level of responsibility required. That people continue to work in these positions, despite an increasingly tight labour market, can be put down largely to what David Shannon of Strategic Pay (see page 4) calls the 'Love Factor' - the maximum value employees are willing to sacrifice for love of the job. In the 2007 Strategic Pay Not-for-Profit Sector Remuneration Survey, that 'Love Factor' equated to a gap of about 15% to 17% between the pay of employees in this sector and that of employees in the general market – a sacrifice worth many thousands of dollars.

Part of the challenge of the Workplace Wellbeing Project is to make gaps like this more visible, and to promote discussion about solutions. Is it too far-reaching to think we might one day achieve an agreement similar to the one signed recently by the Service and Food Workers Union, members of the property services industry and government to agree a common framework for addressing working conditions and wages for cleaners?

A key first base would be to negotiate with funders to ensure that any new contracts for funding in our sector provide for wages and conditions that are on par with people undertaking the same work, or same-sized jobs, elsewhere. That would provide a real pathway to partnership.

**Conor Twyford**  
Resource Officer, Workplace Wellbeing Project

## Workplace Wellbeing Project Team Member:

**Michael Woodcock,**  
New Zealand Federation of Voluntary Welfare Organisations



Kia Ora

I have been with the NZ Federation of Voluntary Welfare Organisations for two years come May.

My role includes fundraising, membership, submissions, marketing and a variety of projects such as Workplace Wellbeing.

I live on a small organic farm out of Carterton and am proud to be the Green Party candidate for the Wairarapa in this year's general election.

My work background is a diverse mix which includes having been a rubber worker and an active member of the union in my younger days, a brief stint in the social service sector (employment training), then 12 years in sales followed by seven in marketing before joining NZFVWO.

I'm excited about being involved in this collaborative project and working with issues around fairness, good workplace practice and relationships and for the opportunity to look at how the sector's workforce can collectively look at ways of improving and enhancing employment conditions.

The workshops and the people involved have been great and I look forward to the possibility of meeting you at one of them.

## “Working for Effective Employment Relationships” --- 2008 Workshops



*Participants get to grips with the issues at the “Working for Effective Employment Relations” Workshop, at Pember House in Porirua, 28 March.*

| Date       | Location     | Contact  |
|------------|--------------|--|
| May 9      | Invercargill | Robyn Flowers<br>Southland Community House<br>03-214 9425<br><a href="mailto:southcomhouse@woosh.co.nz">southcomhouse@woosh.co.nz</a>              |
| May 10     | Alexandra    | Liz Duggan<br>Alexandra Council of Social Services<br>03-448 7435<br><a href="mailto:eaduggan@clear.net.nz">eaduggan@clear.net.nz</a>              |
| May 12     | Dunedin      | Alan Shanks<br>Dunedin Council of Social Services<br>03-471 6150<br><a href="mailto:admin@dcoss.org.nz">admin@dcoss.org.nz</a>                     |
| May 20     | Timaru       | Joy Silvia<br>Volunteering Mid South Canterbury<br>03-687 7364<br><a href="mailto:volmsc@xtra.co.nz">volmsc@xtra.co.nz</a>                         |
| May 23     | Whangarei    | Ann Shaw<br>Whangarei Council of Social Services<br>09-430 0176<br><a href="mailto:wccoss@xtra.co.nz">wccoss@xtra.co.nz</a>                        |
| June 9     | Tokoroa      | Lana Ahomiro<br>Tokoroa Council of Social Services<br>07-886 6314 x723<br><a href="mailto:OfficeManager@tcoss.co.nz">OfficeManager@tcoss.co.nz</a> |
| June 10    | Taupo        | Taupo Council of Social Services<br>07-378 6832<br><a href="mailto:tpocoss@reap.org.nz">tpocoss@reap.org.nz</a>                                    |
| June 18    | Hamilton     | Sally Ridley<br>Social Services Waikato<br>07-838 1583<br><a href="mailto:sally@ssw.org.nz">sally@ssw.org.nz</a>                                   |
| October 20 | Hawera       | Simon Cayley<br>Bishops Action Foundation<br>06-759 1178<br><a href="mailto:actionfoundation@xtra.co.nz">actionfoundation@xtra.co.nz</a>           |
| October 21 | New Plymouth | Simon Cayley<br>Bishops Action Foundation<br>06-759 1178<br><a href="mailto:actionfoundation@xtra.co.nz">actionfoundation@xtra.co.nz</a>           |

These one-day workshops are designed for committee/board/trust members and managers of community organisations which employ paid staff. Topics covered include the principles of the Employment Relations Act, the concept of good faith, managing workplace conflict and performance issues, the difference between governance and management in employment situations, and what is involved in going to mediation. The maximum registration fee is \$20.



## Pay and Employment Equity: Progress Made and Next Steps

Around 130 women and men from the public, private and union sectors gathered at the National Library in Wellington in early April for the Department of Labour's Pay and Employment Equity Forum. The forum reviewed the progress made in implementing the government's three-phase Pay and Employment Equity Plan of Action, which so far has looked at public sector institutions.

Phase Two of the plan will look at crown entities and local government – including government-funded outsourced services in parts of the public health sector. As part of Phase Two, Cabinet has agreed that DHB employees providing government-funded 'outsourced' health services should not have a lesser standard of gender pay and employment equity than those directly employed by the public sector organisation – something of a precedent for our sector.

The National Advisory Council on the Employment of Women (NACEW) in collaboration with the Human Resources Institute of New Zealand (HRINZ) have recently developed on-line and downloadable tools to assess pay and employment equity practices in their organisation. Any employer, including from the community sector, who has an interest in pay and employment equity can use them. The tools encourage employers and Human Resource professionals to gain a better understanding of pay and employment equity issues by looking deeply at current practices, as it is often difficult to see discrepancies on the surface.

To find out more check out [http://www.hrinz.org.nz/Site/HR\\_Info/Pay\\_and\\_Employment\\_Equity/default.aspx](http://www.hrinz.org.nz/Site/HR_Info/Pay_and_Employment_Equity/default.aspx)

## Gender Pay Gap

The September 2007 Quarterly Employment Survey (Statistics NZ) shows that women get 82.4% of men's average hourly earnings and 79.6% of men's average weekly earnings.

Factors that contribute to the gender pay gap are inter-related and include:

- The jobs women do – women are often clustered in a narrow range of occupations;
- The value put on women's jobs – the skills and knowledge that women bring to female-intensive occupations may not be acknowledged or valued appropriately;
- Work arrangements and caring responsibilities – more women than men combine primary care giving with part-time work.

Tackling employment equity in areas like recruitment and promotion, flexible work arrangements, and leave for caring responsibilities are all critical to helping close the gender pay gap. For more information on pay and employment equity go to [www.dol.govt.nz/services/payandemploymentequity](http://www.dol.govt.nz/services/payandemploymentequity) or phone 04 915 4613.

In the next issue of *Mana Mahi* we will look at pay and employment equity in more detail, what it means for our sector, and what tools are available to help us begin to address it.

## Snippets from the Sector

### Welcome Funding Boost for NGOs

12 February 2008

A new funding package for the sector worth \$446 million over four years has been announced by Prime Minister Helen Clark. It will provide for full funding of contracted essential social services provided by community groups working with families and children in crisis that would otherwise need to be provided by the government. The funding is for the service contracted, not the organisation.

Ruth Dyson, Minister for the Community and Voluntary Sector, said that fully funding contracted services would give community organisations more ability to plan ahead, attract and retain qualified staff, improve service effectiveness and achieve good outcomes for New Zealand families. Smaller services will also move from contracts to a grants-based model, which will help reduce their compliance costs.

[www.beehive.govt.nz/release/investing+sustainable+community+services](http://www.beehive.govt.nz/release/investing+sustainable+community+services)

**You can download** a recorded interview about the Pathways to Partnership funding with Ray Smith, Deputy Chief Executive of Child Youth and Family at [www.accessradio.org.nz/collaborative\\_voices.html](http://www.accessradio.org.nz/collaborative_voices.html)

### ACC Funding Boost to Support Home Providers – 27 February 2008

"Well done ACC!" says NZ Home Health Association Chairperson Trish Neal. "The funding increase announced by ACC Minister Hon Maryan Street is more than welcome. Providers will use this to give a much needed boost to support workers' wages.

[www.scoop.co.nz/stories/GE0802/S00107.htm](http://www.scoop.co.nz/stories/GE0802/S00107.htm)

### Legislation Needed For Breastfeeding At Work – 26 March 2008

"It's about time there was legislation for breastfeeding space and breaks!" says Louise James, Breastfeeding Advocate for Women's Health Action. WHA has been campaigning for support to be given to mothers in employment ever since 2003 with a business survey and the launch of the controversial Michael Hurst poster, 'Ever tried breastfeeding at work?', which was pulled by the Ministry of Health.

[www.scoop.co.nz/stories/PO0803/S00243.htm](http://www.scoop.co.nz/stories/PO0803/S00243.htm)

## Analysing the Value of Love: David Shannon, Strategic Pay Limited

When it comes to paying staff in the Not for Profit Sector, it is essential to analyse the value of what we call the "Love Factor." That is that gap between the pay of employees in this sector and the pay of employees in the general employment market. In our 2007 survey, we found that gap running around 15% to 17% across the sector.

For employers in the Not for Profit Sector it is crucial to understand that gap and keep track of it, for when it reaches a certain level, employees may find that love alone isn't quite worth it and they will leave for better-paying work in that broader market. Our 'feel' for the market is that 20% is the maximum value employees are willing to sacrifice for that love. This makes it more crucial for these organisations to have access to reliable information on current market rates for the roles they employ.

Analysing the value of the Love Factor is a key objective of the Strategic Pay Survey of Remuneration in the Not for Profit Sector. This survey is the largest, most authoritative survey of pay levels in these organisations, providing an in-depth picture of that pay market and the gap that exists between it and other sectors. Participation provides the following advantages:

- A means of establishing the internal relativities of jobs and thereby maintaining an internal reward structure that is seen as fair and equitable by staff.
- A means of comparing the organisation's roles with those in other Not for Profit agencies in order to ensure equitability across the sector.
- A means of comparing the organisation's roles with comparable roles in the Public or other employment sectors in order to understand any difference that may exist in pay levels and make sound decisions on how to address that gap.
- A means of tracking direct comparisons with counterpart employment groups in the Public Sector (or other funding sources) in order to conduct effective contract negotiation which will provide for on-going equity in remuneration levels.

Data packs were sent out to over 500 non-governmental, not-for-profit organisations last week with a deadline for receipt of subscriptions later this month. To ensure your organisation is included in this mail-out, contact either of the following:

Catherine Battersby, Survey Manager, DDI: 09 303 4057  
David Shannon, Senior Consultant, DDI: 09 303 4053

[catherine@strategicpay.co.nz](mailto:catherine@strategicpay.co.nz)  
[david@strategicpay.co.nz](mailto:david@strategicpay.co.nz)

## Project Partners

New Zealand Federation of  
**Voluntary Welfare Organisations** 



## Employment Relations Info Links

[www.dol.govt.nz](http://www.dol.govt.nz) Department of Labour Employment Relations Service website – has an employment agreement builder, plus many other resources on a wide range of employment topics.

<http://keepingitlegal.net.nz> Keeping It Legal - E Ai Ki Te Ture - find out about your legal responsibilities as a voluntary sector employer.

[www.hrc.co.nz](http://www.hrc.co.nz) Human Rights Commission - For guidelines on best business practice, avoiding discrimination and dealing with complaints – as relevant for community sector organisations as anywhere else and important for both paid and voluntary workers.

For more info about the Workplace Wellbeing Project or to register for a workshop contact **Conor Twyford**

☎ 04 239 8173 or 021 213 2553

✉ [ere.project@gmail.com](mailto:ere.project@gmail.com)

**Workplace Wellbeing is a sector-driven, sector-owned collaboration between the NZ Council of Social Services, the NZ Federation of Voluntary Welfare Organisations, Social Services Waikato and the Service and Food Workers Union Nga Ringa Tota. The project's strategic goal is to promote and support good employment practices and relationships in our sector.**