

PRINCIPLES FOR MINISTRY OF EDUCATION'S PAY AND EMPLOYMENT EQUITY REVIEW

Purpose

The Ministry of Education's Pay and Employment Equity Review is being conducted as part of the Government's wider commitment to pay and employment equity.

Principles underpinning the Ministry's Review

- The parties' support the commitment that remuneration, job choice and job opportunities at the Ministry of Education should not be affected by gender.
- The parties agree the purpose of the review is to analyse a wide range of employment outcomes and to identify material differences in these outcomes by gender.
- The parties agree that there will be a rigorous and robust assessment of the information gathered through the review process.
- A rigorous and robust assessment will:
 - recognise that, while the review provides a static overview, achieving pay and employment equity will be a dynamic and ongoing process;
 - include analysis of how employment practices have led to observed outcomes including where things are working well;
 - be conscious of the differences between systemic and operational aspects of these practices; and
 - clearly identify and take appropriate cognisance of information gaps in both analysis and response-plan phases.

Approach to the Ministry's Review

- The review will be a bi-partite process in which the Ministry and the unions (NZEI and PSA) will commit to developing a shared understanding of the issues and analysis of the information in order to achieve outcomes acceptable to all.
- The Secretaries' Forum shall have a strategic oversight of the process with an officials briefing at scheduled meetings.
- The review will be conducted based on the process recommended in the Department of Labour Pay and Employment Equity Unit (PEEU) review workbook *Working Towards Pay and Employment Equity for Women*, including the establishment of a review committee to review and analyse information.
- The process will be an evidenced-based process and will gather information on the outcomes of the Ministry's policies and practices, and examine these with a gender lens to see if there are 'differences' in outcomes by gender.
- The information gathered may highlight differences in the outcomes for men and women and the review committee would then look to explore the reasons behind these differences.
- Where it was considered that the reasons behind the differences are not justifiable, a response to address the outcomes should be developed to form part of a response plan to pay and employment equity in the Ministry.

- The parties will base their representation and their interactions around the principle of engagement in order to get “buy in” from all staff at the Ministry;

How the Parties will work together

- The parties will work together in a manner consistent with the principles of good faith and the Ministry of Education/NZEI/PSA Relationship Agreement.
- Attend joint training on the Department of Labour’s P&EE training modules.
- Adopt a joint problem solving approach to issues and difficulties.
- Give early warnings to flag any difficulties or concerns.
- Endeavour to abide by realistic and agreed timeframes.
- Identify expectations of how information will be used in the process and respect these expectations.
- Develop joint communications.
- Provide all information as required.

The Response Plan

- The parties will develop an agreed response plan for those identified gender-differences in outcomes that are not justifiable.
- The parties acknowledge the response plan will need to be consistent with the framework of other pay and employment equity processes.
- The parties agree that there will be a principled basis for prioritising issues in any response plan.
- The parties agree to consider processes which will allow for the examination of differences in outcome by gender in current and future work related to employment processes and practices.

Signatures

Dated at WELLINGTON this _____ day of _____ 2006

Howard Fancy

FOR AND ON BEHALF OF THE MINISTRY OF EDUCATION

Lynne Bruce

FOR AND ON BEHALF OF NZEI TE RIU ROA

Brenda Pilott

FOR AND ON BEHALF OF PSA