

## Join us – help us negotiate fair pay for support workers

### How do I join?

- See your worksite representative or a member at your centre
- Go online to [www.nzei.org.nz/join](http://www.nzei.org.nz/join) to download an application form
- Call 0800 NZEI Help (0800 693 443) from a land line.

### YOU CAN CONTACT US ON:



#### 0800 NZEI HELP



(0800 693 443) is a free service for all members calling from a landline. Skilled staff are available to help with your queries between 8:30am and 5pm every weekday.



[www.nzei.org.nz](http://www.nzei.org.nz)



## EQUAL PAY FOR WORK OF EQUAL VALUE



### 2009 Equal Pay Claim

Step 3 \$23.44

Step 2 \$22.32

Step 1 \$21.28

## **EQUAL PAY FOR WORK OF EQUAL VALUE**

Support workers are a female dominated workforce – 97% are women. Their work has been historically undervalued and underpaid.

**The pay investigation compared support workers jobs to those of corrections officers (a male dominated workforce) and found:**

- Overall the jobs had the same level of skills, responsibilities, demands and working conditions
- Pay rates for corrections officers were much higher

**The pay investigation also found:**

- Less than 15% of support workers are employed permanently
- Many are re-contracted each year
- The average length of service for most is just over 1 ½ years
- They're paid on average \$14.96 per hour
- NZEI members get paid more than non-members

**If support workers were paid a fair rate for the value of their work they'd get:**

- Just over \$8 more when they start
- Just under \$5 more at the top of the scale.

You can read the whole pay investigation report and executive summary – [www.nzei.org.nz/payinvestigation](http://www.nzei.org.nz/payinvestigation)

## **It pays to be a NZEI member**

The pay investigation showed that union members get paid on average more than non-union staff.

**In 2008:**

- pay rates were increased on average by 4.2%
- the top rate increased by 7.3%
- NZEI members got the benefit of the increases first

**In 2009:**

- NZEI members have claimed a new 3 step scale with a starting rate of \$21.28.
- As negotiations progress members will get up to date information.
- We'll continue to work on better job security and recognition as MOE employees.

NZEI negotiates pay and conditions for members only – 250 support workers are already union members.

The more members we have the greater our negotiating power and the more likely we are to get a good result. Join us for as little as \$2 a fortnight.

**Fair pay for  
Support Workers**

**in 2009**