# NZSN Pay Equity working Group

The NZSN pay equity group was established on the 30th August, 2022.

## Membership

Members of this group are self-nominated professionals employed (by either a casual or formal contract) to work in schools as registered nurses, with a collective interest in improving the remuneration and working conditions of School Nurses employed across New Zealand.

## Statement of Intent

The purpose of this group is to lobby for change to achieve pay equity for School Nurses with colleagues employed in other nursing roles (eg, Hospital, Primary Care).

School Nurses have no current collective pay agreement, and are subject to terms set by individual employers. Understanding the (flawed) employment structure of school nurse positions is key to understanding the current structure and to achieving change.

Appreciating the complex employment structure and that no employer of all school nurses is anticipated by any national groups/government plans in the next five years, The PEWG intends to collate a School Nursing Collective agreement from which pay negotiations can take place.

As per other salary scales such as the DHB MECA, PHC MECA and the NZEI support staff collective, The PEWG recognise that a stepped approach that considers and values previous experience, qualifications and training is appropriate in the school nursing setting. Most school nursing roles are during school hours, and therefore not eligible for penal rates, with the exception of a few boarding school nurse roles. In addition the PEWG recognise the isolative nature of school nursing, the preventative work in reducing hospital and A & E admissions, the autonomous scope of school nursing roles, the attainment of positive community engagement, ability to provide healthcare access to hard-to-reach populations, and will take these factors into consideration within a future SN Collective agreement.

The PEWG agrees to seek support and professional advice from various unions to which we belong to help champion the formation of a NZSN Collective Agreement.

We anticipate that forming a collective agreement may raise other professional-related questions about areas of concern such as career progression, scope of a school nurse, professional development and training, essential skills for those entering the specialism, and we encourage these questions alongside the priority of pay improvement for school nurses.