

Hon Andrew Little

Minister of Health

Minister Responsible for the GCSB

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Lead Coordination Minister for the Government's Response to the Royal Commission's Report into the Terrorist Attack on the Christchurch Mosques



21 June 2022

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Legislative Statement: Support Workers (Pay Equity) Settlements Amendment Bill

The Support Workers (Pay Equity) Settlements Amendment Bill (the Bill) amends the repeal date for various provisions of the Support Workers (Pay Equity) Settlements Act 2017 (the principal Act) and inserts new minimum wage rates for support workers from 1 July 2022.

The principal Act implements several settlement agreements, including the settlement agreement for care and support workers signed on 2 May 2017 by or on behalf of the Crown, the Accident Compensation Corporation, the 20 District Health Boards, and various union organisations representing support workers.

The operative provisions of the principal Act, which include minimum hourly wage rate provisions and the requirement for employers to enable support workers to upskill, will be repealed on 1 July 2022.

The amendments are needed to extend, for 18 months, the benefits from the original settlements for support workers and to ensure new support workers are entitled to the same minimum wage rates and conditions as existing support workers during this period. The amendments also provide a consistent increase in the minimum wage rates across all support workers covered by the principal Act and ensure that the 1 July 2022 minimum wage rate adjustment will reach these workers.

The Bill amends the repeal date for sections 9 to 20 and Schedule 2 from 1 July 2022 to 1 January 2024 and inserts new tables in Schedule 2 of the principal Act to provide for an increase in the minimum wage rates payable to support workers from 1 July 2022 to 31 December 2023.

The Bill also amends Schedule 1 to repeal transitional provisions that are spent.

The Bill does not amend section 8 of the principal Act. This section extinguished existing claims and barred potential claims through to 30 June 2022. This provision ends on 30 June 2022. This means that after 30 June 2022, any claim or potential claim on behalf of a support worker relating to the provision of support services after 30 June 2022 can be raised under the Equal Pay Act 1972.