



Affiliated with the International Federation of Business and Professional Women

**BPW**  
NEW ZEALAND

*New Zealand Federation of Business  
and Professional Women Incorporated*

PO Box 28-326  
Remuera  
Auckland 1541  
Email: [president@bpwnz.org.nz](mailto:president@bpwnz.org.nz)  
Telephone: 09 2381045  
Mobile: 021 1168948  
Website: [www.bpwnz.org.nz](http://www.bpwnz.org.nz)

28 October 2015

To the Committee Secretariat, Health Committee  
Parliament Buildings  
Wellington

Online:

**Re: Submission on Home and Community Support (Payment for Travel  
Between Clients) Settlement Bill 2015**

**Submission:**

This submission is from the NZ Federation of Business and Professional Women (BPW NZ)  
Inc.

**Our interest in this Bill is because we are committed to representing the interests of working women and advancing and empowering women in the workplace. This is reinforced by our membership of the UN Women's Empowerment Principles (WEPs) which holds as one of its principles "treating all women and men fairly at work – respect and support human rights and nondiscrimination".**

**We also speak with a mandate from our annual conference having passed a resolution in May this year:-**

**"That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urge the Minister of Health":**

- a) To increase funding to Aged Care Providers to provide pay equity for all aged care workers in accordance with the Equal Pay Act 1972.**
- b) To change the funding model for Aged Care Providers to ensure any funding increases include ring fencing for pay increases and accountability.**

06/10/2015

Page 1 of 3

***Submission on the Home and Community Support (Payment for Travel Between Clients) Settlement Bill  
2015***

*The New Zealand Federation of Business and Professional Women Inc*

## **1.0 General Comments:**

- 1.1 BPW NZ congratulates the Health Select Committee on introducing this Bill which recognizes the gap in the Minimum Wages Act 1983, The Employment Relations Act 2000 and the Holidays Act 2003 which exploits those that provide the Home and Community Support Services into our communities.
- 1.2 We support the intent of this Bill to find a pathway that recognizes the travelling time that these HCS employees do in a day rather than just recompensing them for the time spent with clients.
- 1.3 We also want to congratulate this government on working with those directly involved with the employment of the HCS workers by including the HCS national bargaining authority, the union established for home workers, will ensure that this is a good foundation for moving forward.
- 1.4 Our concern is for vulnerable workers, particularly women, and we believe this Bill goes some way in recognizing the contribution these HCS employees were giving of their time as unpaid employment. Already victims of low hourly rates of pay this at least provides a truer reflection of the hours worked in a day for many of these workers.

## **2.0 Summary**

- 2.1 BPW NZ would like to see the Government pass this bill as it lays the foundations and guidelines for employers to follow. It sets a minimum for the industry to adhere to and has put in appropriate penalties for those that do not comply. We are also pleased to see that with the introduction of this Bill it will supersede any employment agreement that does not have a payment for travel component written into the employment contract. We believe this is a step in the right direction but by no means the end of the journey. We want to see that this recognition of travel time is tied to inflation and if we are using the minimum wage as the yard stick that with the increase of the minimum wage this is reflected and linked to the travel time allowances paid.

## **Our Organisation**

Our organisation's aims are to link professional and business women throughout the world, to provide support, to lobby for change and to promote the ongoing advancement of women. We work for equal opportunities and status for all women in economic, civil and political life and the removal of discrimination in all countries. We promote our aims and organise our operating structure without distinction as to race, language or religion.

Our structure is comprised of a National Executive, 14 branches and a number of individual members in areas where there is no branch. We are an apolitical organisation.

06/10/2015

Page 2 of 3

***Submission on the Home and Community Support (Payment for Travel Between Clients) Settlement Bill 2015***

*The New Zealand Federation of Business and Professional Women Inc*

**International Status:**

BPW NZ is affiliated to BPW International which has General Consultative Status at the United Nations through the UN Economic & Social Council (ECOSOC). This enables BPW International to appoint official representatives to UN agencies worldwide and to accredit members to attend specific UN meetings.

BPW International endorses the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee and its Optional Protocol at state party level. BPW International upholds the outcome documents of the annual UN Commission on the Status of Women (CSW) which evaluates progress, identifies challenges, sets global standards and formulates policies to promote gender equality and women's empowerment worldwide. BPW International endorses the Beijing Platform for Action.

We wish that the following also appear in support of our submission:

*Hellen Swales, Vice President Issues BPW NZ*

Daytime contact number (04) 939 2811, mobile 027 528 6799 and email in [svp@bpwnz.org.nz](mailto:svp@bpwnz.org.nz)

Thank you for the opportunity to speak to our submission and we hope that our comments are of use to you.

*On behalf of*

***New Zealand Federation of Business and Professional Women Inc.***



**Vicky Mee  
President**



**Hellen Swales  
Vice President, Issues**