

**Reprint
as at 6 November 2020**



Government Service Equal Pay Act 1960

Public Act 1960 No 117
Date of assent 27 October 1960
Commencement see section 1(2)

Government Service Equal Pay Act 1960: repealed, on 6 November 2020, by section 34 of the Equal Pay Amendment Act 2020 (2020 No 45).

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An Act to make provision for the application to the Government service of the principle that women should receive the same pay as men where they do equal work under equal conditions

1 Short Title and commencement

- (1) This Act may be cited as the Government Service Equal Pay Act 1960.
- (2) This Act shall come into force on 1 April 1961.

2 Interpretation

- (1) In this Act, unless the context otherwise requires,—

Note

Changes authorised by subpart 2 of Part 2 of the Legislation Act 2012 have been made in this official reprint.
Note 4 at the end of this reprint provides a list of the amendments incorporated.

This Act is administered by Te Kawa Mataaho.

conditions includes privileges and terms of employment

Government employees means all employees of Her Majesty in respect of the Government of New Zealand; and includes all other employees whose salaries or wages are met wholly from money appropriated by Parliament

wage-fixing authority means—

- (a) the Government Service Tribunal:
 - (b) the Government Railways Industrial Tribunal:
 - (bb) the Police Staff Tribunal:
 - (c) the Public Service Commission:
 - (d) every person or authority responsible for fixing the salaries or wages of Government employees.
- (2) References in this Act to men and women shall include persons under the age of 21 years as well as persons of or over that age.

Section 2(1) **wage-fixing authority** paragraph (bb): inserted, on 19 October 1965, by section 6 of the Police Amendment Act 1965 (1965 No 57).

Section 2(1) **wage-fixing authority** paragraph (c): amended, on 7 August 2020, by section 135 of the Public Service Act 2020 (2020 No 40).

3 Equal pay for women

- (1) Notwithstanding anything to the contrary in any other Act, every wage-fixing authority, when fixing the salaries or wages of Government employees shall, subject to the provisions of this section, have regard and give effect to the following principles:
- (a) that differentiations based on sex in scales of salary or wages of Government employees shall be eliminated, to the end that women shall be paid the same salaries or wages as men where as Government employees they do equal work under equal conditions:
 - (b) that in cases where women as Government employees perform work of a kind which is exclusively or principally performed by women and there are no corresponding scales of pay for men to which they can fairly be related, regard shall be had to scales of pay for women in other sections of employment where the principal stated in paragraph (a) has been or is being implemented.
- (2) The elimination as aforesaid of the said differentiations based on sex shall be effected as nearly as practicable in 3 equal stages, so that one-third of the said differentiations shall disappear as soon as practicable after the commencement of this Act, a further one-third of the said differentiations shall disappear as soon as practicable after 1 April 1962, and the remaining one-third of the said differentiations shall disappear as soon as practicable after 1 April 1963:
- provided that, in any case or class or classes of cases where the Minister of Finance so directs, the elimination of the said differentiations may be effected

in such other stage or stages as that Minister may specify but so that all such differentiations shall disappear as soon as practicable after 1 April 1963.

Reprints notes

1 *General*

This is a reprint of the Government Service Equal Pay Act 1960 that incorporates all the amendments to that Act as at the date of the last amendment to it.

2 *Legal status*

Reprints are presumed to correctly state, as at the date of the reprint, the law enacted by the principal enactment and by any amendments to that enactment. Section 18 of the Legislation Act 2012 provides that this reprint, published in electronic form, has the status of an official version under section 17 of that Act. A printed version of the reprint produced directly from this official electronic version also has official status.

3 *Editorial and format changes*

Editorial and format changes to reprints are made using the powers under sections 24 to 26 of the Legislation Act 2012. See also <http://www.pco.parliament.govt.nz/editorial-conventions/>.

4 *Amendments incorporated in this reprint*

Equal Pay Amendment Act 2020 (2020 No 45): section 34

Public Service Act 2020 (2020 No 40): section 135

Police Amendment Act 1965 (1965 No 57): section 6