

NZNO/DHB MECA - Offer summary

Staffing

This part of the offer is significantly better than the previous offer. There is now an **enforceable contractual obligation and pathway for enforcing members' rights**, with the ability to seek compliance and penalties against DHBs who fail to meet their obligations.

The process for dealing with acute staffing shortages has been improved:

- We now have a definition of an acute staffing shortage which is based on objective measures within CCDM that also apply to areas where CCDM is not yet in use.
- Reduction of volume and range of services is now an explicit expectation if acute staffing shortages cannot be alleviated.

These improvements strengthen our existing rights, such as the requirement for delegates to be involved in the investigation and corrective measures for acute staffing shortages.

The offer also makes acute staffing shortages visible by requiring DHBs to publicly display whether there is an acute staffing shortage at the beginning of every shift.

Obstacles to employing additional staff identified through CCDM have been removed. DHBs will now immediately establish and advertise positions identified by their annual CCDM fte calculation report, eliminating lengthy sign-off delays, and attempts to phase in staff, or delay until a new financial year.

If the offer is ratified, NZNO will run training for members on using these provisions at work.

Pay

Base rates for all steps in the pay scale will be increased by \$5,800. This includes a pay equity component (\$4,000) and a general increase (\$1,800).

A lump sum payment of \$7,300. This includes \$1,300 gross pro-rated by FTE for all members covered by the NZNO/DHB MECA and pay equity lump sum payment of \$6,000 pro-rated by FTE and service (for those with less than 12 months service on 6 September 2021) for all current members who were members on 17 September 2021.

Lump sum payments will be based on the higher of employed fte or actual hours worked over the 12 months prior to ratification, up to the equivalent of 1 FTE.

The term of the collective agreement is from 1 August 2020 (the expiry of the previous collective) and expires on 31 October 2022.

Pay Equity

Pay equity negotiations have begun and the indications are that **pay rates will be lifted significantly through that process.**

With pay equity nearing completion, whatever we achieve in bargaining will reduce the gap between current rates and the pay equity rates. **Essentially, the pay equity settlement will determine pay rates, effective from 31 December 2019.**

There is a commitment to settle pay equity by 30 November 2021. DHBs will pay an advance of \$1,000 pro-rata pay equity back pay if that deadline is not met.

The pay equity lump sum payment is a payment in advance of the final pay equity back pay and there will be a reconciliation process once pay equity is completed

The offer also includes:

- Improved sick leave, with the first five days of discretionary leave being granted in the same way as your normal sick leave, making access to that leave much easier and not requiring an application. Discretionary leave that is approved under this process will not be deducted from your future entitlement.
- All new graduates will now be offered permanent employment.
- Improved rostering provisions to ensure members working night shifts have adequate time to rest and recover.
- DHBs will 'top up' ACC payments where the injury is as a result of a workplace assault. This payment will not be deducted from sick leave or annual leave.
- NZNO and DHBs will create guidance on how bereavement leave will operate.
- Broadening bereavement leave provisions to specifically include consideration for overseas travel.
- A new clause to provide leave, flexible working and other support for members who experience domestic violence.
- Annual Leave requests will be responded to within a reasonable time (two weeks), unless extenuating circumstances exist.
- Introduce the ability for members over 60 or in the last trimester of pregnancy to limit the number of night shifts and on-call upon medical advice.
- Increase the duly authorised officer allowance, increasing the minimum amount to \$2,500
- Insert early engagement for any management of the change process, providing members with the opportunity to be involved in change proposals earlier.
- Strengthening the rights of NZNO delegates and members to speak publicly.
- Specifying that gaining/developing cultural knowledge are grounds for professional development leave.
- Nurse Practitioner Professional Development Allowances are included within the MECA with a minimum entitlement of \$5,000/year accruing for two years (existing entitlements greater than this remain in place).
- NZQA training will be available for HCAs with the cost of qualifications paid by the DHBs and there will also be additional workplace support.
- A Nursing and Midwifery Workforce Group will be established to address issues faced by the roles covered in our MECA.
- Non union members will pay a bargaining fee, which means non members contribute towards the cost and effort involved in negotiating our MECA.

Things to consider:

- We have been in negotiations with the DHBs for 15 months, during which time we've held 42 sets of talks, including through mediation and facilitated bargaining.
- We have run a successful public campaign and taken strike action in support of our claims.
- We have an offer which goes beyond Public Sector guidance by providing increases for all members including those earning more than \$100,000.
- Pressure through our bargaining has prompted the DHBs and Government to commit to a specific date for the settlement of our pay equity claim (which is now less than 10 weeks away), and to pay some of that money before the final rates are known.
- We have achieved claims on staffing which will make unsafe staffing situations visible and which will allow us to hold DHBs to account for unsafe staffing.