

Nurses pay equity bargaining Agreement in Principle 22 December 2021 Between the NZNO, NZPSA, and DHBs

Purpose

This document records the agreement in principle, between the parties listed above, to settle the nurses' pay equity claim lodged by the NZNO in 2017 and the NZPSA in 2018. The final agreement will be recorded in the template provided by the Public Service Commission.

Revised salary scale

The parties have agreed pay rates for the nursing workforce informed by the evidence gathered by the bipartite pay equity investigation which intended to correct for sex-based undervaluation.

These pay rates will come into force at the date of settlement, 7 March 2022. Schedule One contains the proposed salary scale and translations to new rates.

Implementation of the settlement rates will occur as soon as possible once the settlement has been ratified.

Adjustments to steps and grades

The new scales also include the following adjustments to the pay scale:

- Senior Nurses - removal of Grade 2 in the senior nurse scale and translation of those in Grade 2 to Grade 3.
- Enrolled Nurses - the addition of a new top step.
- The registered nurse scale and community nurse scale merge into one seven step scale.

Retrospective Payment of \$3,000

The parties have agreed the payment of a lump sum to acknowledge the implementation date of 31 December 2019 previously agreed by the parties in the 2018-2020 MECA negotiations.

The \$3,000 lump sum is:

- Pro-rated by FTE, and service for those employed at DHBs for less than twenty-six months.
- Additional to the \$6,000 and \$1,000 pay equity in advance payments already agreed.

Ratification and approval of the settlement

The parties acknowledge that the final settlement agreement will be subject to:

- Approval of the settlement by the employers (the DHBs).
- Confirmation from the Central Agencies Governance Group that the proposed settlement (Milestone 6 report) will implement pay equity and is in line with the pay equity principles.
- Endorsement by the Employment Relations Governance Group.
- Approval of the settlement by the Director-General of Health and confirmation that the proposed settlement is a full and final settlement of the pay equity claim.
- Review by Crown Law Office.



- Cabinet approval of the proposed settlement agreement and release of the appropriation, and
- Ratification by DHB employees covered by the settlement agreement.

Final settlement

The parties will work together to prepare the final settlement agreement.

Signatories

Glenda Alexander NZ Nurses Organisation Tōpūtanga Tapuhi Kaitiaki O Aotearoa	Ashok Shankar NZ Public Service Association Te Pūkenga Here Tikanga Mahi
	

Jim Green 20 District Health Boards	Kathryn Cook 20 District Health Boards
	

Schedule One

Registered and Community Nurses	4/05/2020	MECA rates - September 2021	Rate from 7 March 2022
Step 7	\$77,386	\$83,186	\$95,340
Step 6	\$75,132	\$80,932	\$92,563
Step 5	\$72,945	\$78,745	\$89,868
Step 4	\$65,652	\$71,452	\$80,883
Step 3	\$62,138	\$67,938	\$76,554
Step 2	\$58,491	\$64,291	\$72,061
Step 1 (New Graduate)	\$54,034	\$59,834	\$66,570

Enrolled, Obstetric, Karitane Nurses and Nurse Assistants	5/08/2019	MECA rates - September 2021	Rate from 7 March 2022
Step 5 (new)	n/a	n/a	\$73,609
Step 4	\$57,047	\$62,847	\$71,300
Step 3	\$55,385	\$61,185	\$68,990
Step 2	\$51,333	\$57,133	\$63,980
Step 1	\$48,632	\$54,432	\$61,146

Health Care Assistants and Hospital Aides	5/08/2019	MECA rates - September 2021	Rate from 7 March 2022
Step 5	\$48,003	\$53,803	\$61,540
Step 4	\$46,605	\$52,405	\$59,748
Step 3	\$45,779	\$51,579	\$58,689
Step 2	\$42,910	\$48,710	\$55,011
Step 1	\$40,382	\$46,182	\$51,770

Mental Health Assistants	2/09/2019	MECA rates - September 2021	Rate from 7 March 2022
Step 5	\$54,810	\$60,610	\$65,334
Step 4	\$53,214	\$59,014	\$63,431
Step 3	\$49,905	\$55,705	\$59,487
Step 2	\$46,121	\$51,921	\$54,976
Step 1	\$42,568	\$48,368	\$50,741

Designated Senior Nurse Salary Scales	5/08/2019	MECA rates - September 2021	Rate from 7 March 2022
Grade 1 (Formerly grade 3)	\$86,887	\$92,687	\$95,576
	\$90,230	\$96,030	\$99,253
	\$96,378	\$102,178	\$106,016
Grade 2 (Formerly grade 4)	\$91,899	\$97,699	\$101,089
	\$95,241	\$101,041	\$104,765
	\$101,541	\$107,341	\$111,695
Grade 3 (Formerly grade 5)	\$96,910	\$102,710	\$106,601
	\$100,256	\$106,056	\$110,282
	\$106,703	\$112,503	\$117,373
Grade 4 (Formerly grade 6)	\$100,256	\$106,056	\$110,282
	\$103,596	\$109,396	\$113,956
	\$110,146	\$115,946	\$121,161
Grade 5 (Formerly grade 7)	\$103,596	\$109,396	\$113,956
	\$106,938	\$112,738	\$117,632
	\$112,389	\$118,189	\$123,628
Grade 6 (Formerly grade 8)	\$109,116	\$114,916	\$120,028
	\$115,026	\$120,826	\$126,529
	\$120,938	\$126,738	\$133,032
	\$130,653	\$136,453	\$143,718

Translation

Community Nurses will translate into the Registered Nurse Scale on the following basis:

Community Mental Health and Public Health Nurses	2/09/2019	MECA rates - September 2021		Rate from March 2022
Step 8	\$82,957	\$89,512	→ 7	\$95,340
Step 7	\$78,993	\$84,793		
Step 6	\$77,443	\$83,243	→ 6	\$92,563
Step 5	\$72,945	\$78,745	→ 5	\$89,868
Step 4	\$65,652	\$71,452	→ 4	\$80,883
Step 3	\$62,138	\$67,938	→ 3	\$76,554
Step 2	\$58,491	\$64,291	→ 2	\$72,061
Step 1	\$54,034	\$59,834	→ 1	\$66,570

Enrolled nurses will translate directly across to the equivalent step. Those who have been on step 4 for at least twelve months at the date of settlement, 7 March 2022, will translate to the new step 5.

Enrolled, Obstetric, Karitane Nurses and Nurse Assistants	5/08/2019	MECA rates - September 2021		Rate from 7 March 2022
Step 5 (new)	n/a	n/a		\$73,609
Step 4	\$57,047	\$62,847	→	\$71,300
Step 3	\$55,385	\$61,185	→	\$68,990
Step 2	\$51,333	\$57,133	→	\$63,980
Step 1	\$48,632	\$54,432	→	\$61,146

Senior nurses in the removed grade 2, will translate into new grade 1 (previous grade 3).

Designated Senior Nurse Salary Scales	5/08/2019	MECA rates - September 2021		Rate from 7 March 2022 (new grade 1)
Grade 2 (2021)	\$79,760	\$85,560	→	\$95,576
	\$81,322	\$87,122	→	\$99,253
	\$85,375	\$91,175	→	\$106,016