

13 January 2025

Margie Apa
Chief Executive
Health New Zealand, Te Whatu Ora

Dear Margie,

Side Letter - APEX Health New Zealand Medical Laboratory Workers Collective Agreement

The purpose of this letter is to confirm that the roles of Trainee Laboratory (including Pre-Analytical) Technicians, Laboratory (including Pre-Analytical) Technicians with Provisional Registration, and Laboratory Assistants were included in the Technical/Non-degree Group A salary scale of the 2023 Allied, Scientific, and Technical Pay Equity settlement. The salary scale below shall be applied in place of clause 5.2.5 of the APEX Health New Zealand Te Whatu Ora Laboratory Worker Collective Agreement (11 December 2023 – 31 August 2025).

Trainee Laboratory (including Pre-Analytical) Technicians, Laboratory (including Pre-Analytical) Technicians with Provisional Registration, and Laboratory Assistants

Core Scale - Group A	1-Jun-23	4-Sept-23	2-Sept-24
Step 5	\$72,737	\$76,737	\$79,039
Step 4	\$69,273	\$73,273	\$75,471
Step 3	\$65,975	\$69,975	\$72,074
Step 2	\$62,833	\$66,833	\$68,838
Step 1	\$59,842	\$63,842	\$65,842

Laboratory Assistants will progression through Steps 1 to 5 on an annual basis, on the employee's anniversary date.

Trainee Laboratory (including Pre-Analytical) Technicians and Laboratory (including Pre-Analytical) Technicians with Provisional Registration will move through the steps with their training year corresponding to the salary step to a maximum of step/year 2.



Sam Heimsath
Advocate
APEX

I, Fepulea'i Margie Apa, Chief Executive of Health New Zealand, confirm that this side letter accurately records the agreement reached between APEX and Health New Zealand.

Signed



Date 22/1/2025