

TOGETHER FOR OUR PHC MECA

Who is affected?	What we have	What we're fighting for	Difference old MECA vs Proposed MECA	Old MECA vs TWO	Proposed MECA rates vs TWO
PAY					
Admin workers	4 step scale well below living wage	5 step scale starting close to living wage	16% on step 1 18% on step 2 19% on step 3 21% on step 4 New top step \$34.00	Step 1: -18% Step 2: -25% Step 3: -25% Step 4: -25% Step 5: -28% (compared to old step 4)	Step 1: -10% Step 2: -10% Step 3: -10% Step 4: -9% Step 5: -8% Our proposal brings us within 10% of Te Whatu
HCA's	4 step scale well below living wage	5 step scale starting close to living wage	13% on step 1 11% on step 2 7% on step 3 9% on step 4 New top step \$34.00	Step 1: -14% Step 2: -13% Step 3: -13% Step 4: -12% Step 5: -15%	Step 1: -2% Step 2: -4% Step 3: -5% Step 4: -5% Step 5: -2% Our proposal brings us within 5% of Te Whatu Ora
ENs	4 step scale	5 step scale	9% on step 1 8% on step 2 3% on step 3 8% on step 4 New top step \$40.00	Step 1: -13% Step 2: -12% Step 3: -12% Step 4: -12% Step 5: 16%	Step 1: -4% Step 2: -6% Step 3: -9% Step 4: -4% Step 5: --4%
RN	Scale remains the same, but aligns better with hospital scale		6% on step 1 4% on step 2 6% on step 3 8% on step 4 4% on step 5 7% on step 6 8% on step 7	Step 1: -12% Step 2: -12% Step 3: -12% Step 4: -11% Step 5: -11% Step 6: -11% Step 7: -10%	Step 1: -6% Step 2: -8% Step 3: -6% Step 4: -4% Step 5: -7% Step 6: -4% Step 7: -3%

ALL OF US	What you have	What we're fighting for	Difference old MECA vs Proposed MECA	Old MECA vs TWO	Proposed MECA rates vs TWO
PAY					
Senior Nurse Co-ord, Lead, TL etc.	1 rate of \$48.81	Scale reflective of a senior nurse role	Step 1: \$52 Step 2: \$55 Step 3: \$58	Step 1: -15% Step 2: -19% Step 3: -23%	Step 1: -8% Step 2: -7% Step 3: -7%
Nurse Practitioner	Not currently covered	Brought into coverage with stepped scale reflective of NP value	Step 1: \$75 Step 2: \$80 Step 3: \$85 Step 4: \$90	N/A	Step 1: +4% Step 2: +13% Step 3: +14% Step 4: +12%
ALL OF US					
Sick Leave	After 3 months: 10 days, cumulate to max 30 days	Immediate 12 days on appointment, cumulate to 60 days	N/A		
Annual Leave	4 weeks, then 5 weeks after 6 years	4 weeks, then 5 weeks after 5 years	It's sector standards and no less than you all deserve!		
Long Service Leave	1 week at ten years, then each 5 years, use it or lose it	1 week every 5 years, cumulative, paid on ending employment			
Te Tiriti o Waitangi	Not mentioned	Acknowledged, obligations described			
90-day trials	Yes, they're there	They've gone	Stops exploitation of us as workers.		

Primary Health is the heart of the health system.

This is for our admin, Nurses, HCA's and ultimately the patients, community and families we care for.

Want to get involved?

Join NZNO, become a delegate, join our PHC MECA campaign actions.

Gather your colleagues and take a photo showing your support of our PHC MECA and send that through to campaigns@nzno.org.nz

Send an email to your employer saying you back our proposed MECA and why. Be sure to CC us!

