

Template: Letter to Employer - Back the PHC MECA Claims

Kia ora [Employer/Practice Manager name],

I'm writing as a [your role e.g. Registered Nurse / HCA / Administrator] at [practice/clinic name] to ask you to back the PHC MECA claims and get your advocate team moving on bargaining.

It's been nearly two months since we put forward a straightforward, modernised claim, and the delay is being felt on the floor.

[Share your patient care story here — a moment when short-staffing, low pay, or high turnover affected the care you could give. For example: a patient you couldn't see for as long as they needed, a shift you covered short-staffed, a colleague who left for better pay elsewhere and the gap it left behind.]

This isn't just about pay for me. It's about whether we can keep experienced staff in primary health long enough to give our patients the continuity of care they deserve. Every nurse, HCA, and administrator who leaves for a Te Whatu Ora role or leaves the sector and country altogether is a loss of institutional knowledge our patients feel.

PHC Nurses are currently around 10% behind Te Whatu Ora, HCAs up to 15% behind, and Administrators closer to 25%. That gap makes it harder every year to recruit and retain the people our patients and communities rely on.

I'm asking you to:

- Push your advocate team to respond to the claim without further delay
- Back a fair settlement that closes the pay parity gap
- Recognise that investing in staff is investing in patient care

Ngā mihi,

[Your name]

[Your role]

[Your practice/clinic]