

FAQs for member meetings between 4 – 14 October 2022

Are these meetings paid?

These meetings are being run using the provisions of the Employment Relations Act and are paid for members working at the time.

Where can I find out more about the Maranga Mai! campaign?

You can find out more at: <https://maranga-mai.nzno.org.nz>.

What is happening with our pay equity claim?

Our pay equity claim is being considered and decided by the Employment Relations Authority (ERA).

We have submitted the rates we believe should be paid and these include an adjustment for the increases that the comparator occupations have received since the pay data was collected. We've also said that depending on how long the case takes, that these rates should be reviewed again to ensure they are current.

How is pay equity connected to this bargaining?

Although pay equity and bargaining are both about how much members are paid, they are different processes. Our pay equity claim and claim for pay equity back pay to 31/12/2019 will ultimately decide members pay rates, but that could take some time. That's why we are also raising a wage claim to cover the increased cost of living.

What is the timeline leading up to bargaining?

We have agreed to meet with Te Whatu Ora for bargaining on 27 and 28 October, before our collective agreement expires. A timeline of other steps in the bargaining process is below:

Action	Timeframe
Initiate bargaining	16th September
Online training for delegates on the claims process Multiple sessions over 2-week period	27th September – 30th September
Delegates and organisers run member meetings.	4th – 14th October
Member claims survey	4 th – 11 th October
National zoom meetings on the bargaining process and Maranga Mai core claims	4 th – 11 th October
Nominations for negotiation team	22 nd – 30 th September
Finalise claims for endorsement	14 th October
WOCs/local delegate committees endorse nomination for negotiation team	3 rd – 7 th October
National Delegates Committee select delegates for the negotiation team	10th October
Online endorsement ballot for claims, negotiation team and ratification process by members	18-25 October
Bargaining begins	27 and 28 October

How many members will be part of the negotiation team?

In the previous bargaining we increased the number of members from six to twelve. We did this to ensure a fair geographical, occupational and skill representation. This negotiation team also includes twelve members, all of whom will be employed by Te Whatu Ora and covered by the collective agreement.

What will member representation on our negotiation team look like?

Ten of the twelve members of the negotiation team will be nominated by members and selected by the HNZ national delegates committee. Additionally, there will be a member of the NZNO Board and a member of Te Poari. The previous negotiation team included a member of the NZNO Board and a member of Te Poari, although this was not a specific requirement. This connection was useful in making sure all parts of NZNO were involved and appropriate because the collective agreement with Te Whatu Ora sets the standard for our negotiations across the health sector. After selection, the negotiation team will be endorsed by members through an online ballot.

What are the criteria used to select the delegates to join the negotiation team?

The criteria for selection can be found on the nomination form here:

<https://www.nzno.org.nz/Portals/0/Files/Documents/Groups/Health Sectors/DHB/Bargaining/2022-09-delegate-nomination-form.docx>