


**Te Whatu Ora - Health New Zealand and  
NZNO  
Nursing and Midwifery Collective Agreement**

**Terms of Settlement**

**17 July 2023**

This document sets out all changes to the current collective agreement clauses that form part of the Te Whatu Ora - Health New Zealand's offer for settlement. Where there is no proposed change, the current wording remains.

Signatories

 Julie Morton Advocate for Te Whatu Ora - Health NZ	 David Wait Advocate for NZNO
--	-------------------------------------

## Term

The term of the collective agreement is 31 March 2023 – 31 October 2024

## Salary Increases

A flat rate salary increase to all steps of all scales of \$4000 will be effective from 1 April 2023.

An additional flat rate salary increase of \$1000 to all designated senior nurses, nurse practitioners & designated senior midwives will be effective from 1 April 2023, making a total of \$5000.

A further salary increase to all steps of all scales of \$2000 or 3% whichever is the higher will be effective from 1 April 2024.

A proposed pay equity claim settlement is currently out for approval by employees covered by the nursing pay equity claim pursuant to section 13ZF of the Equal Pay Act 1972. If the nursing pay equity claim **is settled** on the terms set out in the Mediation Outcomes Agreement between Te Whatu Ora, NZNO and the PSA, dated 29 June 2023, the salary scales applicable to this Terms of Settlement are those set out in Appendix 1. If the nursing pay equity claim **is not settled** on those terms, the salary scales applicable to this Terms of Settlement are those set out in Appendix 2, and the salary scales in Appendix 1 are void and of no effect.

## Lump Sum Payments

A lump sum payment of \$750 shall be made to all NZNO members bound by this settlement at the date of ratification. The payment will be pro-rated for part-time or casual employees based on the

greater of their contracted FTE or the number of ordinary (T1) hours paid (including paid leave) in the previous 12 months.

A further lump sum payment of \$500 shall be made to all employees bound by this settlement effective 1 April 2024. The payment will be pro-rated for part -time or casual employees based on the greater of their contracted FTE or the number of ordinary (T1) hours paid (including paid leave) in the previous 12 months.

## Other Changes to Collective Agreement

CLAUSE	TITLE	DETAIL OF CHANGE
Te Tiriti O Waitangi		<p>Insert the following before “Parties”:</p> <ul style="list-style-type: none"> <li>a) Te Whatu Ora and the NZNO acknowledge the importance of Te Tiriti o Waitangi as the constitutional basis of the relationship between Māori and the Crown, and the unique status of Māori as tangata whenua of Aotearoa/New Zealand.</li> <li>b) Te Whatu Ora and the NZNO are committed to implementing Te Tiriti o Waitangi between Māori and the Crown and will promote and enable an understanding of the principles and their implementation in the workplace.</li> <li>c) The parties’ obligations include: <ul style="list-style-type: none"> <li>i. developing a good understanding of the needs and aspirations of whānau, hapū, iwi and Māori communities, including through building awareness of the aims of He Korowai Oranga - the Māori Health Strategy and the Māori Health Action Plan.</li> <li>ii. developing the capability (skills, knowledge and behaviour) required to engage meaningfully with Māori.</li> <li>iii. developing, in a supportive environment, knowledge of Te Tiriti o Waitangi and Te Ao Māori and how this applies in the context of the work we do and the communities we serve.</li> <li>iv. enabling all employees to gain an understanding of the responsibilities and obligations of Te Tiriti o Waitangi and be able to demonstrate this in our workplace.</li> <li>v. encouraging the development in, and the promotion of, Te Reo Māori.</li> </ul> </li> <li>d) Te Whatu Ora and NZNO members acknowledge their respective responsibilities and commitments to the clauses above.</li> </ul>
<b>Definitions</b>		

5.0	Definitions	<p>In the definition of 'Casual employee', in the first sentence delete the word 'normally' and add the words 'with no expectation of ongoing employment.' at the end of the sentence.</p> <p><b>Note:</b> This change is made to ensure compliance with the law. It does not prevent part time variable hours employment relationships.</p>
	Definitions	<p>In the definition of 'Health Care Assistant (HCA)' add the title 'Mental Health Assistant' after the title 'Operating Theatre Assistants'</p> <p><b>Note:</b> The title 'Mental Health Assistant' has been added in other various parts of the Collective Agreement to recognise the role of 'Mental Health Assistant' under coverage.</p>
	Definitions	<p>In the definition of 'Temporary/Fixed Term Employee' delete the word 'Temporary'.</p>
<b>Hours of Work</b>		
6.17		<p>In clause 6.17 delete the words 'aged over 60 and above' and replace with "To support transitioning to retirement".</p>
<b>Operation of Salary Scales</b>		
8.1(e)		<p>Delete current wording and replace with:</p> <p>(e) A nurse or midwife previously employed on the Enrolled Nurse scale shall be appointed to a salary step no lower than their Enrolled Nurse salary of the registered Nurse or Midwife scale when they qualify as a Registered Nurse or Midwife.</p>
<b>Shift Coordination</b>		
10.3		<p>10.3.1 From 14 August 2023 an allowance of \$24 per shift will be payable to a registered nurse or registered midwife where:</p> <p>(i) They are assigned to a shift coordinator role for their ward/department/team for the duration of the shift (excluding breaks). With that shift being a period of at least eight hours.</p> <p>(ii) They are not in a designated senior nurse / midwife position or receiving a higher duties or other allowance for the shift.</p> <p>(iii) The shift coordinator duties include (but may not be limited to):</p> <ul style="list-style-type: none"> <li>(a) Organising resourcing for the current and subsequent shifts</li> <li>(b) Ensuring safe staffing information is collected and inputted appropriately.</li> <li>(c) Supervision of staff.</li> <li>(d) Overall responsibility for patient flow and coordination for the ward/department.</li> </ul>

		<p>(e) Liaising with other wards and departments and duty management teams.</p> <p>10.3.2 The allowance in 10.3.1 will not be paid where a designated senior nurse / midwife is already carrying-out the role and functions of shift coordination.</p> <p>10.3.3 For clarity, the allowance in 10.3.1 may not be applicable for every ward/department/team and may not be applicable for every shift.</p>
<b>Leave</b>		
<b>12.1</b>	Public Holidays	Insert the word 'Matariki' in the list of public holidays
<b>13.1</b>	Annual Leave	<p>Delete the sentence:          'Casual employees shall be paid 8% of gross taxable earnings in lieu of annual leave to be added to the salary paid for each engagement, dependant on recognition of an individuals' service.'</p> <p>Add:          Casual employees may be paid 8% of gross taxable earnings in lieu of annual leave to be added to the salary paid for each engagement, should the employment relationship meet the requirements of section 28 of the Holidays Act</p>
<b>14.3</b>	Sick and Domestic Leave	<p>Remove:          Leave granted under this provision may be debited as an advance on the next years' entitlement up to a maximum of 5 days</p>
<b>14.6</b>		<p>Delete the second sentence in clause 14.6 and replace with the following:          'In accordance with the Holidays Act up to 20 days will be paid at relevant daily pay where the employee carries over 10 days unused sick leave from the previous year's entitlement.'</p>
<b>19.1</b>	Leave to attend meetings	<p>Delete the wording and replace with:          The employer shall grant paid leave (at ordinary rates) up to 12 meetings per year to Employees required to attend formal meetings of the New Zealand Nursing Council or the Midwifery Council (except where the matter arises out of employment with other employers), the NZNO Board, Runanga O Aotearoa and the Membership Committee providing a minimum of 6 weeks' notice is provided to meet rostering provisions. Attendance at the Membership Committee will be up to 6 meetings per year and that no more than one employee from any one individual District will attend. Approval will be obtained from the employee's manager which will not be unreasonably withheld.</p>
<b>Professional Development</b>		

<p><b>28.1</b></p>	<p>Midwives</p>	<p>Add a new subclause 28.1 as follows and remove the reference to midwives under clause 28.2:</p> <p><b>28.1 Midwives</b></p> <p>The employer acknowledges a commitment to supporting the continued safe practice of its workforce and to supporting opportunities for the development of knowledge and skills which will benefit the patient, organisational effectiveness and workforce.</p> <p>Upon application, the employer will grant professional development leave of up to 32 hours per calendar year for fulltime midwives (pro-rated to no less than 8 hours per calendar year for part-time midwives). This leave is to enable midwives to complete qualifications, to attend courses and to undertake research or projects that are relevant to the employer and that facilitate the midwives' growth and development. Prior approval of the employer must be obtained.</p> <p>The employer shall commit each financial year (that being 1 July to 30 June) a sum of \$1,000 per NZNO midwife (headcount), accessible by NZNO members only, to enable midwives to meet approved professional development requirements.</p> <p>28.1.2 CPD administration</p> <p>(a) The pool shall only be available to members of NZNO who are midwives.</p> <p>(b) The pool shall be administered by the department in each respective District by the Director of Midwifery or the Midwifery Lead (in line with delegated authority).</p> <p>(c) Management of the pool must:</p> <p>(i) Ensure continuing professional development is achieved and maintained by midwives, and</p> <p>(ii) be managed in a fair, transparent and consistent manner by a CPD Committee comprising management and NZNO workplace delegate, and</p> <p>(iii) The CPD committee shall maintain a standard reporting record that includes:</p> <p>(iv) Full financial records detailing the level and use of expenditure, and</p> <p>(v) Any declined applications and the reason for declination, and</p> <p>(vi) Any approved funding over and above the CPD pool, and</p> <p>(vii) The reporting record shall be made available to NZNO on request.</p>
--------------------	-----------------	--

<b>28.2</b>	Nurses	Current sub clause 28.1 becomes sub clause 28.2 Nurses and renumber sub clauses 28.2 – 28.9				
<b>28.2.10</b>	Huarahi Whakatū	<p>Add a new sub clause 28.2.10 Huarahi Whakatū as follows:</p> <p>The employer recognises Huarahi Whakatū Māori professional Development Recognition Programme is endorsed by the Nursing Council and supports the Māori Nursing workforce covered by this collective agreement. An employee who reaches the following levels will receive a pro-rated allowance as long the employee maintains that level of practice. All levels of practice allowances shall be added to the base rate of pay and be payable on all hours worked and shall attract penal rates and overtime.</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding-right: 20px;">Puna Rahi</td> <td>\$4,500 per annum</td> </tr> <tr> <td>Puna Whakatau</td> <td>\$3,000 per annum</td> </tr> </table>	Puna Rahi	\$4,500 per annum	Puna Whakatau	\$3,000 per annum
Puna Rahi	\$4,500 per annum					
Puna Whakatau	\$3,000 per annum					
<b>28.3</b>	Health Care Assistants/ Hospital Aides	<p>Delete the current sub clause 28.10 as it relates to Health Care Assistants/Hospital Aides and replace with the following:</p> <p><b>28.3 Health Care Assistants/Hospital Aides</b></p> <p>All newly employed HCAs will be offered the opportunity to participate in the fully funded NZQA Level 3 Health and Wellbeing qualification. This will be offered during paid work hours and will consist of online, in person and practice setting learning.</p> <p>Those HCAs already employed and would like this opportunity will be given support to access the programme and the employer will take all reasonable steps to support the employee to attain the qualification within 12 months of any such request. Coordination of the programme and learning outcomes will be provided by the organisation.</p>				
<b>Health and Safety</b>						
<b>31.2</b>		Add the words and 'and fit for purpose'				
<b>31.6</b>		<p>Delete and replace with:</p> <p>The employer recognises that to fulfil their function Health and Safety Representatives (HSRs) require adequate training (including unit standard 29315), time and facilities. The Health and Safety at Work Act 2015 requires employers to allow a health and safety representative to spend as much time as is reasonably necessary to perform his or her functions or exercise his or her powers under the Act (clause 10(c), Schedule 2). Any work that is necessary outside of working hours will be paid be at T1 or granted time in lieu provided the employer has given approval for the out of hours H &amp; S work, which shall not be unreasonably withheld.</p>				
<b>Safe Staffing</b>						

33	New Clause	<p>Where Care Capacity Demand Management (CCDM) FTE calculations have not been agreed by the parties, NZNO and local management will meet to agree the minimum numbers of safe staffing needed in each ward/service/workplace to provide safe and effective care to patients. The discussion should also consider the ratio of staff skill mix, data available and any relevant benchmarks.</p> <p>This will follow the same endorsement process as FTE calculations for wards/departments fully implemented with CCDM, including annual reviews, through the local CCDM Data Councils and district CCDM Councils.</p> <p>The parties continue to work together to fully implement CCDM, including acuity-based FTE calculations.</p>
<b>Resolution Employment Relations Problems</b>		
38	Add the wording	<p>Where the grievance is in respect of sexual harassment the employee needs to raise their grievance within 12 months of the action occurring or the grievance coming to their notice.</p>
<b>Bargaining Fee</b>		
40.0		<p>Delete the current clause as it relates to Bargaining Fee, replace with the following and renumber:</p> <p><b>40.0 Bargaining Fee</b></p> <p>It is agreed that a bargaining fee shall be applied to those employees whose work is covered by this Agreement but who are not members of NZNO and who are not members of another union, and who do not otherwise opt out of this clause, in accordance with the Employment Relations Act 2000 (S.69P and following).</p> <p>40.1 For the purpose of this clause:</p> <p>(a) the "bargaining fee" shall be set at 100% of the current NZNO membership subscription rate (Registered Nurses \$23.74 per fortnight, Enrolled Nurses \$18.96 per fortnight, HCA's \$14.16 per fortnight) and paid each pay period, and shall not increase during the term of this clause;</p> <p>(b) the date the bargaining fee commences is 14 days after the expiry of the specified period as advised to the affected employees in accordance with S.69R.(1)(c) of the Employment Relations Act 2000;</p> <p>(c) an "affected employee" is one</p> <p>(i) whose work is covered by the coverage clause of this Agreement and</p>

		<p>(ii) whose terms and conditions of employment comprise or include the terms and conditions of employment specified in this Agreement and</p> <p>(iii) who is not a member of the union and</p> <p>(iv) who is not a member of another union</p> <p>and</p> <p>(v) who is not an employee who has opted out.</p> <p>(d) An “employee who has opted out” is one who would otherwise be an affected employee but who has notified the employer by the end of the specified period that she/he does not wish to pay the bargaining fee, and whose terms and conditions of employment remain the same until such time as varied by agreement with the employer.</p> <p>40.2 The employer shall at the end of the specified period deduct the bargaining fee from the wages of each affected employee and remit it to the union in the same manner in which union subscriptions are deducted and remitted to the union.</p> <p>40.3 Nothing in this clause applies to new employees, that is, those who are employed after this Agreement has come into force.</p> <p>40.4 This clause shall expire on 31 October 2024.</p>
<b>Superannuation</b>		
<b>40.1</b>		Amend ‘2%’ to “3%”
<b>Agreement for a Bipartite Relationship Framework</b>		
<b>Appendix 1(a)</b>		Reserve 1 (a) for addition of new engagement forum to replace previous BAG. Te Whatu Ora recognises the importance of productive engagement with NZNO and is willing to vary this collective agreement with any terms of reference developed by the new engagement forums.
<b>Job Evaluation Review Committee (JERC)</b>		
<b>New Appendix x</b>		Add a new number 4. as follows: ‘4. NZNO may refer a role to JERC that they believe is a new designated position in order to determine if it is in fact a designated position or not, and if so, what grade it should be scoped to.’



## **Other Provisions forming part of this settlement:**

### **Recognising Te Tiriti o Waitangi**

#### **1. Actualising Te Tiriti o Waitangi**

The Parties commit to working together under the auspices of He Ara Tapatahi to find appropriate ways to actualise Te Tiriti o Waitangi through our engagement forums and recognise that it is a whole of workforce and whole of organisation issue that requires partnership.

The parties acknowledge the NZNO members' claim to include a Tikanga Allowance in recognition of instances where employees who are not directly employed in cultural roles, use their knowledge of Te Reo Māori me onā Tikanga to support the Te Whatu Ora's cultural obligations (e.g. pōwhiri, whakataū).

The parties acknowledge this important topic is not limited to those covered by this collective agreement and has wider implications for all Te Whatu Ora workforces.

The parties will ensure the appropriate people are involved in these discussions.

### **Recognising Designated Senior Nurses**

#### **2. Professional Supervision**

This will be provided to those in Designated Senior Nurse, Designated Senior Midwife & Nurse Practitioner positions over the first 12 months of being appointed. The process is aimed at supporting the nurse for example in practise reflection, identifying opportunities for learning, maintaining well-being, accepting and understanding the move from being one of a team to managing and or supervising a team.

The professional supervision can be a combination of one to one, and if acceptable to the nurse, group sessions with similar roles.

The professional supervisor will be one chosen by the nurse and funded by the employer.

#### **3. Designated Senior Nurse Scale**

Te Whatu Ora will work with NZNO to design a new "senior role scale" based on a gender-neutral role evaluation tool and scoping process. This work will be completed in the 12-month period following settlement.

The outcome of this work can either be included in the CA by way of variation or tabled to be incorporated as part of the next CA depending on when the work is finished. Te Whatu Ora is committed to this process and accepts that the new scale and process is likely to have a cost element and will budget for the cost accordingly. In recognition of NZNOs commitment to work with Te Whatu Ora in this process an additional \$1000 will be added to all senior nurse salary steps as at 1 April 2023.

Te Whatu Ora's intention is to engage with other unions with similar or equivalent workforces with a view to having a consistent remuneration approach.

### **Recognising HCAs**

#### **4. HCA/MHA Merit**

The parties will work together to determine an updated merit criteria.

#### **5. Technical Changes**

Technical changes, as required, have been made including:

- 'Employer' - All references to 'DHB' have been removed and replaced with either 'Te Whatu Ora', 'District' or 'employer' as appropriate.
- Any references to mergers of DHBs and transfers between DHBs have been removed.
- Clauses have been renumbered where necessary.
- Leave - any language that references "pro-rating" of leave has been removed.
- Remove his/her and replace with their or the employee where appropriate.
- Remove he/she and replace with they or the employee where appropriate.
- Any District specific clauses continue to only apply to those employees who work within the boundaries of the former District Health Boards as at 30 June 2022.

**Appendix 1, NZNO proposed salaries should the nursing pay equity claim be settled on the terms set out in the Mediation Outcomes Agreement between Te Whatu Ora, NZNO and the PSA, dated 29 June 2023**

Backpay to 7 March 2022 is provided for in the nursing pay equity claim settlement agreement (if approved) and further backpay to 7 March 2022 would not be due as part of this collective agreement settlement. Backpay to 1 April 2023 would apply only to members covered by this settlement of the collective agreement as at the date of ratification.

<b>Registered Nurses</b>	<b>MECA rates - September 2021</b>	<b>PE Rates from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 8 on previous Community nurse scale	\$ 88,757	\$99,630	\$103,630	\$106,739
Step 7 community nurse	\$84,793			
Step 7 registered nurse	\$ 83,186			
Step 6 community nurse	\$83,243	\$96,728	\$100,728	\$103,750
Step 6	\$ 80,932			
Step 5	\$ 78,745	\$93,912	\$97,912	\$100,849
Step 4	\$ 71,452	\$84,523	\$88,523	\$91,179
Step 3	\$ 67,938	\$79,999	\$83,999	\$86,519
Step 2	\$ 64,291	\$75,304	\$79,304	\$81,683
Step 1 (New Graduate)	\$ 59,834	\$69,566	\$73,566	\$75,773

<b>Enrolled, Obstetric, Karitane Nurses and Nurse Assistants</b>	<b>MECA rates - September 2021</b>	<b>Pay Equity Rates from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 5 (new)	n/a	\$76,921	\$ 80,921	\$ 83,349
Step 4	\$62,847	\$74,509	\$ 78,509	\$ 80,864
Step 3	\$61,185	\$72,095	\$ 76,095	\$ 78,378
Step 2	\$57,133	\$66,859	\$ 70,859	\$ 72,985
Step 1	\$54,432	\$63,898	\$ 67,898	\$ 69,934

<b>Health Care Assistants and Hospital Aides</b>	<b>MECA rates - September 2021</b>	<b>Pay Equity Rates from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 5	\$53,803	\$64,309	\$ 68,309	\$ 70,358
Step 4	\$52,405	\$62,437	\$ 66,437	\$ 68,437
Step 3	\$51,579	\$61,330	\$ 65,330	\$ 67,330
Step 2	\$48,710	\$57,486	\$ 61,486	\$ 63,486
Step 1	\$46,182	\$54,100	\$ 58,100	\$ 60,100

<b>Mental Health Assistants</b>	<b>MECA rates - September 2021</b>	<b>Pay Equity Rates from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 5	\$60,610	\$68,274	\$ 72,274	\$74,442
Step 4	\$59,014	\$66,285	\$ 70,285	\$72,394
Step 3	\$55,705	\$62,164	\$ 66,164	\$68,164
Step 2	\$51,921	\$57,450	\$ 61,450	\$63,450
Step 1	\$48,368	\$53,024	\$ 57,024	\$59,024

<b>Designated Senior Nurse Salary Scales</b>	<b>MECA rates - September 2021</b>	<b>Pay Equity Rates from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Grade 1	\$92,687	\$105,704	\$ 110,704	\$114,025
(Formerly grade 3)	\$96,030			
	\$102,178	\$112,907	\$ 117,907	\$121,444
Grade 2	\$97,699	\$107,660	\$ 112,660	\$116,040
(Formerly grade 4)	\$101,041	\$111,575	\$ 116,575	\$120,072
	\$107,341	\$118,955	\$ 123,955	\$127,674
Grade 3	\$102,710	\$113,530	\$ 118,530	\$122,086
(Formerly grade 5)	\$106,056	\$117,450	\$ 122,450	\$126,124

	\$112,503	\$125,002	\$ 130,002	\$133,902
Grade 4	\$106,056	\$117,450	\$ 122,450	\$126,124
(Formerly grade 6)	\$109,396	\$121,363	\$ 126,363	\$130,154
	\$115,946	\$129,036	\$ 134,036	\$138,057
Grade 5	\$109,396	\$121,363	\$ 126,363	\$130,154
(Formerly grade 7)	\$112,738	\$125,278	\$ 130,278	\$134,186
	\$118,189	\$131,664	\$ 136,664	\$140,764
Grade 6	\$114,916	\$127,830	\$132,830	\$136,815
(Formerly grade 8)	\$120,826	\$134,753	\$139,753	\$143,946
	\$126,738	\$141,679	\$146,679	\$151,079
	\$136,453	\$153,060	\$158,060	\$162,802

<b>Nurse Practitioners</b>	<b>MECA Rates September 2021</b>	<b>Pay Equity Rates from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Grade 6	\$114,916	\$127,830	\$ 132,830	\$136,815
(Formerly grade 8)	\$120,826	\$134,753	\$ 139,753	\$143,946
	\$126,738	\$141,679	\$ 146,679	\$151,079
	\$136,453	\$153,060	\$ 158,060	\$162,802

<b>Registered Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1/04/2024</b>
Step 7	\$83,186	\$96,519	\$100,519	\$103,535
Step 6	\$80,932	\$93,740	\$97,740	\$100,672
Step 5	\$78,745	\$90,980	\$94,980	\$97,829
Step 4	\$71,452	\$81,884	\$85,884	\$88,461

Step 3	\$67,938	\$77,501	\$81,501	\$83,946
Step 2	\$64,291	\$72,952	\$76,952	\$79,261
Step 1 (New Graduate)	\$59,834			

<b>Community Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 8	\$ 88,757	\$ 103,680	\$ 107,680	\$ 110,910
Step 7	\$ 84,793	\$ 98,784	\$ 102,784	\$ 105,868
Step 6	\$ 83,243	\$ 96,371	\$ 100,371	\$ 103,382
Step 5	\$ 78,745	\$ 92,180	\$ 96,180	\$ 99,065
Step 4	\$ 71,452	\$ 82,963	\$ 86,963	\$ 89,572
Step 3	\$ 67,938	\$ 78,523	\$ 82,523	\$ 84,999
Step 2	\$ 64,291	\$ 73,914	\$ 77,914	\$ 80,251
Step 1	\$ 59,834			

<b>Senior Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Formerly Grade 2	\$ 85,560			
	\$ 87,122			
	\$ 91,175			
Grade 1 formerly Grade 3	\$ 92,687	\$ 96,575	\$ 101,575	\$104,622
	\$ 96,030	\$ 100,291	\$ 105,291	\$108,450
	\$ 102,178	\$ 107,124	\$ 112,124	\$115,488
Grade 2 formerly Grade 4	\$ 97,699	\$ 102,146	\$ 107,146	\$110,360
	\$ 101,041	\$ 105,860	\$ 110,860	\$114,186
	\$ 107,341	\$ 112,863	\$ 117,863	\$121,399
Grade 3 formerly Grade 5	\$ 102,710	\$ 107,716	\$ 112,716	\$116,097
	\$ 106,056	\$ 111,435	\$ 116,435	\$119,928

	\$ 112,503	\$ 118,600	\$ 123,600	\$127,308
Grade 4 formerly Grade 6	\$ 106,056	\$ 112,372	\$ 117,372	\$120,893
	\$ 109,396	\$ 115,148	\$ 120,148	\$123,752
	\$ 115,946	\$ 122,428	\$ 127,428	\$131,251
Grade 5 formerly Grade 7	\$ 109,396	\$ 116,001	\$ 121,001	\$124,631
	\$ 112,738	\$ 119,862	\$ 124,862	\$128,608
	\$ 118,189	\$ 124,921	\$ 129,921	\$133,819
Grade 6 formerly Grade 8	\$ 114,916	\$ 120,028	\$ 125,028	\$128,779
	\$ 120,826	\$ 126,529	\$ 131,529	\$135,475
	\$ 126,738	\$ 133,032	\$ 138,032	\$142,173
	\$ 136,453	\$ 143,718	\$ 148,718	\$153,180

<b>Caseload Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 1	\$ 103,379	\$ 106,809	\$ 110,809	\$ 114,133
Step 2		\$ 108,636	\$ 112,636	\$ 116,015

**Appendix 2, NZNO proposed salary scales should the nursing pay equity claim not be settled on the terms set out in the Mediation Outcomes Agreement between Te Whatu Ora, NZNO and the PSA, dated 29 June 2023**

Backpay to 1 April 2023 would apply only to members covered by this settlement of the collective agreement as at the date of ratification.

Registered Nurses	MECA rates - September 2021	AIP Rate from 7 March 2022		
			April 1 2023	April 1 2024
Step 8 from previous Community Nurse scale	\$88,757			
Step 7 community nurse	\$84,793			
Step 7	\$83,186	\$95,340	\$99,340	\$ 102,320
Step 6 community nurse	\$83,243			
Step 6	\$80,932	\$92,563	\$96,563	\$ 99,460
Step 5	\$78,745	\$89,868	\$93,868	\$ 96,684
Step 4	\$71,452	\$80,883	\$84,883	\$ 87,429
Step 3	\$67,938	\$76,554	\$80,554	\$ 82,971
Step 2	\$64,291	\$72,061	\$76,061	\$ 78,343
Step 1 (New Graduate)	\$59,834	\$66,570	\$70,570	\$ 72,687

Enrolled, Obstetric, Karitane Nurses and Nurse Assistants	MECA rates - September 2021	AIP Rate from 7 March 2022		
			1 April 2023	1 April 2024
Step 5 (new)	n/a	\$73,609	\$77,609	\$79,937
Step 4	\$62,847	\$71,300	\$75,300	\$77,559
Step 3	\$61,185	\$68,990	\$72,990	\$75,180
Step 2	\$57,133	\$63,980	\$67,980	\$70,019
Step 1	\$54,432	\$61,146	\$65,146	\$67,146



<b>Health Care Assistants and Hospital Aides</b>	<b>MECA rates - September 2021</b>	<b>AIP Rate from 7 March 2022</b>	<b>1 April 2023</b>	<b>1 April 2024</b>
Step 5	\$53,803	\$61,540	\$65,540	\$ 67,540
Step 4	\$52,405	\$59,748	\$63,748	\$ 65,748
Step 3	\$51,579	\$58,689	\$62,689	\$ 64,689
Step 2	\$48,710	\$55,011	\$59,011	\$ 61,011
Step 1	\$46,182	\$51,770	\$55,770	\$ 57,770

<b>Mental Health Assistants</b>	<b>MECA rates - September 2021</b>	<b>AIP Rate from 7 March 2022</b>	<b>1 April 2023</b>	<b>1 April 2024</b>
Step 6	\$60,610	\$65,334	\$69,334	\$ 71,414
Step 5	\$59,014	\$63,431	\$67,431	\$ 69,454
Step 4	\$55,705	\$59,487	\$63,487	\$ 65,487
Step 3	\$51,921	\$54,976	\$58,976	\$ 60,976
Step 2	\$48,368	\$50,741	\$54,741	\$ 56,741
Step 1	\$44,825	\$46,518	\$50,518	\$ 52,518

<b>Designated Senior Nurse Salary Scales</b>	<b>MECA rates - September 2021</b>	<b>AIP Rate from 7 March 2022</b>	<b>1 April 2023</b>	<b>1 April 2024</b>
Grade 1	\$92,687	\$95,576	\$100,576	\$103,593
(Formerly grade 3)	\$96,030	\$99,253	\$104,253	\$107,381
	\$102,178	\$106,016	\$111,016	\$114,346
Grade 2	\$97,699	\$101,089	\$106,089	\$109,272

(Formerly grade 4)	\$101,041	\$104,765	\$109,765	\$113,058
	\$107,341	\$111,695	\$116,695	\$120,196
Grade 3	\$102,710	\$106,601	\$111,601	\$114,949
(Formerly grade 5)	\$106,056	\$110,282	\$115,282	\$118,740
	\$112,503	\$117,373	\$122,373	\$126,044
Grade 4	\$106,056	\$110,282	\$115,282	\$118,740
(Formerly grade 6)	\$109,396	\$113,956	\$118,956	\$122,525
	\$115,946	\$121,161	\$126,161	\$129,946
Grade 5	\$109,396	\$113,956	\$118,956	\$122,525
(Formerly grade 7)	\$112,738	\$117,632	\$122,632	\$126,311
	\$118,189	\$123,628	\$128,628	\$132,487
Grade 6	\$114,916	\$120,028	\$125,028	\$128,779
(Formerly grade 8)	\$120,826	\$126,529	\$131,529	\$135,475
	\$126,738	\$133,032	\$138,032	\$142,173
	\$136,453	\$143,718	\$148,718	\$153,180

<b>Nurse Practitioners</b>	<b>MECA Rates September 2021</b>	<b>AIP Rate from 7 March 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 1	\$114,916	\$120,028	\$125,028	\$128,779
Step 2	\$120,826	\$126,529	\$131,529	\$135,475
Step 3	\$126,738	\$133,032	\$138,032	\$142,173
Step 4	\$136,453	\$143,718	\$148,718	\$153,180

<b>Registered Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1/04/2024</b>
Step 7	\$83,186	\$96,519	\$100,519	\$103,535
Step 6	\$80,932	\$93,740	\$97,740	\$100,672
Step 5	\$78,745	\$90,980	\$94,980	\$97,829

Step 4	\$71,452	\$81,884	\$85,884	\$88,461
Step 3	\$67,938	\$77,501	\$81,501	\$83,946
Step 2	\$64,291	\$72,952	\$76,952	\$79,261
Step 1 (New Graduate)	\$59,834			

<b>Community Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 8	\$ 88,757	\$ 103,680	\$ 107,680	\$ 110,910
Step 7	\$ 84,793	\$ 98,784	\$ 102,784	\$ 105,868
Step 6	\$ 83,243	\$ 96,371	\$ 100,371	\$ 103,382
Step 5	\$ 78,745	\$ 92,180	\$ 96,180	\$ 99,065
Step 4	\$ 71,452	\$ 82,963	\$ 86,963	\$ 89,572
Step 3	\$ 67,938	\$ 78,523	\$ 82,523	\$ 84,999
Step 2	\$ 64,291	\$ 73,914	\$ 77,914	\$ 80,251
Step 1	\$ 59,834			

<b>Senior Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Formerly Grade 2	\$ 85,560	\$ 96,575	\$ 101,575	\$104,622
	\$ 87,122			
	\$ 91,175			
Grade 1 formerly Grade 3	\$ 92,687			
	\$ 96,030	\$ 100,291	\$ 105,291	\$108,450
	\$ 102,178	\$ 107,124	\$ 112,124	\$115,488
Grade 2 formerly Grade 4	\$ 97,699	\$ 102,146	\$ 107,146	\$110,360

	\$ 101,041	\$ 105,860	\$ 110,860	\$114,186
	\$ 107,341	\$ 112,863	\$ 117,863	\$121,399
Grade 3 formerly Grade 5	\$ 102,710	\$ 107,716	\$ 112,716	\$116,097
	\$ 106,056	\$ 111,435	\$ 116,435	\$119,928
	\$ 112,503	\$ 118,600	\$ 123,600	\$127,308
Grade 4 formerly Grade 6	\$ 106,056	\$ 112,372	\$ 117,372	\$120,893
	\$ 109,396	\$ 115,148	\$ 120,148	\$123,752
	\$ 115,946	\$ 122,428	\$ 127,428	\$131,251
Grade 5 formerly Grade 7	\$ 109,396	\$ 116,001	\$ 121,001	\$124,631
	\$ 112,738	\$ 119,862	\$ 124,862	\$128,608
	\$ 118,189	\$ 124,921	\$ 129,921	\$133,819
Grade 6 formerly Grade 8	\$ 114,916	\$ 120,028	\$ 125,028	\$128,779
	\$ 120,826	\$ 126,529	\$ 131,529	\$135,475
	\$ 126,738	\$ 133,032	\$ 138,032	\$142,173
	\$ 136,453	\$ 143,718	\$ 148,718	\$153,180

<b>Caseload Midwives</b>	<b>MECA rates - September 2021</b>	<b>MoU Rates from 4 April 2022</b>	<b>1-Apr-23</b>	<b>1-Apr-24</b>
Step 1	\$ 103,379	\$ 106,809	\$ 110,809	\$ 114,133
Step 2		\$ 108,636	\$ 112,636	\$ 116,015