NZNO / DHB MECA

Information on the May 2019 DHB MECA salary scale changes

We have had a number of queries regarding the new pay step for RN/RM, EN and HCA and the increase to the top of the steps of the Community and Designated Senior Nurse and Midwife scale. Here is an explanation of the changes to the salary scales as at 6 May 2019.

A new step on the RN/RM, EN, HCA Scale
The new step equates to a 3% increase on the current top steps. There are also 3% increases to the top steps of the community and SN/SM scales. All other steps will increase 3% on 5th August 2019.

Eligibility

RN/MW
To be eligible to move to Step 6 a RN/RM must have been on Step 5 for a minimum of 12 months. The new steps are subject to satisfactory performance which will be assumed to be the case unless the employee is advised otherwise. Note: this is the same progression wording already in the current MECA for the Community Steps 6-8 and the Senior Scale. It is not linked to achieving PDRP or any other additional criteria.

EN and HCA
To be eligible to move to the new step from the 6/5/19 an EN/HCA must have been on the previous top step of their scales for a minimum of 12 months. Note: If you are moving up a step on May 6 your anniversary date for leave purposes will remain as per your current anniversary date.

Examples
- As at May 6th an RN has been on Step 5 for six years. Because on May 6 they have been on Step 5 for 12 months or more they will move to Step 6 on 6 May.
- An RN reached Step 5 on 1 May 2019. They will move to Step 6 on 1 May 2020, because this is the date at which they will have been on the previous top step (Step 5) for 12 months.
- An EN has been on the top step (step 3) for 1 and a half years. Because on May 6th they have been on Step 3 for 12 months or more they will move to Step 4 on the 6th of May.
- An HCA reached Step 4 on 10 May 2018. They will move to step 5 on 10 May 2020, because this is the date at which they will have been on the previous top step (Step 4) for 12 months.

Community Nurse/ Midwives
Step 8 will increase by 3% effective from 6 May 2019.

Designated Senior Nurse and Midwives
The top steps of each grade will increase by 3% from 6 May 2019.

Coming up soon
On 5 August 2019 all MECA salary and wage rates will increase an additional 3%. Please refer to your MECA to find your wage and salary scales.