

Summary: Proposed Nursing Pay Equity Settlement

This is an outline of the proposed settlement to the nurses' pay equity claim lodged by the NZNO in 2017 and the NZPSA in 2018.

The full settlement proposal is a detailed document that will be posted on the NZNO, PSA and TAS websites on Monday 11 April 2022 and accessible to those covered by the pay equity settlement agreement. This fact sheet contains the pay scales and key elements of the proposed settlement that were part of the Agreement in Principle signed by the NZNO, NZPSA, and DHBs on 22 December 2021.

The proposed new pay scales would apply from 7 March 2022 and implementation will begin as soon as possible once the settlement has been ratified. We cannot confirm exactly when the new pay rates will be paid, however we are working to have the new pay rates to be fully implemented as soon as possible.

Adjustments to steps and grades

The new scales also include the following adjustments to the pay scale:

- **Senior Nurses** – removal of Grade 2 in the senior nurse scale and translation of those in Grade 2 to Grade 3.
- **Enrolled Nurses** – the addition of a new top step.
- The **Registered Nurse Scale** and **Community Nurse Scale** merge into one seven-step scale.

Retrospective Payment

All those covered by the agreement would get a lump sum payment of \$3,000 to acknowledge the implementation date of 31 December 2019 agreed by the parties in the 2018-2020 MECA negotiations. The \$3,000 lump sum is:

- Pro-rated by FTE and service for those employed at DHBs for less than twenty-six months.
- Additional to the \$6,000 and \$1,000 pay equity in advance payments already agreed.

Remuneration Rates

Registered and Community Nurses	Rate from 7 March 2022
Step 7	\$95,340
Step 6	\$92,563
Step 5	\$89,868
Step 4	\$80,883
Step 3	\$76,554
Step 2	\$72,061
Step 1 (New Graduate)	\$66,570

Enrolled, Obsetric, Karitane Nurses and Nurse Assistants	Rate from 7 March 2022
Step 5 (new)	\$73,609
Step 4	\$71,300
Step 3	\$68,990
Step 2	\$63,980
Step 1	\$61,146

Health Care Assistants and Hospital Aides	Rate from 7 March 2022
Step 5	\$61,540
Step 4	\$59,748
Step 3	\$58,689
Step 2	\$55,011
Step 1	\$51,770

Mental Health Assistants	Rate from 7 March 2022
Step 5	\$65,334
Step 4	\$63,431
Step 3	\$59,487
Step 2	\$54,976
Step 1	\$50,741

Progression: The progression rules set out in the existing MECAs for the roles above continue to apply.

Designated Senior Nurse Salary Scales	Rate from 7 March 2022
Grade 1 (formerly grade 3)	\$95,576
	\$99,253
	\$106,106
Grade 2 (formerly grade 4)	\$101,089
	\$104,765
	\$111,695
Grade 3 (formerly grade 5)	\$106,601
	\$110,282
	\$117,373
Grade 4 (formerly grade 6)	\$110,282
	\$113,956
	\$121,161
Grade 5 (formerly grade 7)	\$113,956
	\$117,632
	\$123,628
Grade 6 (formerly grade 8)	\$120,028
	\$126,529
	\$133,032
	\$143,718

Nurse Practitioner	Rate from 7 March 2022
Grade 6 (formerly grade 8)	\$120,028
	\$126,529
	\$133,032
	\$143,718

Progression: The progression rules set out in the existing MECAs for the roles above continue to apply.

Translation to new steps

Community Nurses will translate into the Registered Nurse Scale on the following basis:

Community Mental Health and Public Health Nurses		Rate from 7 March 2022
Step 8	→ 7	\$95,340
Step 7		
Step 6	→ 6	\$92,563
Step 5	→ 5	\$89,868
Step 4	→ 4	\$80,883
Step 3	→ 3	\$76,554
Step 2	→ 2	\$72,061
Step 1	→ 1	\$66,570

Progression: By annual increment at anniversary date steps 1 – 5 inclusive. Thereafter progression is annual at anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is otherwise advised.

Enrolled nurses will translate directly across to the equivalent step. Those who have been on step 4 for at least twelve months at the date of settlement, 7 March 2022, will translate to the new step 5.

Enrolled, Obsetric, Karitane Nurses and Nurse Assistants		Rate from 7 March 2022
Step 5 (new)		\$73,609
Step 4	→	\$71,300
Step 3	→	\$68,990
Step 2	→	\$63,980
Step 1	→	\$61,146

Senior nurses in the removed grade 2 will translate into new grade 1 (previous grade 3).

Designated Senior Nurse Salary Scales		Rate from 7 March 2022
		\$95,576
Grade 2 (2021)	→	\$99,253
		\$106,106