Why is the offer not from when the PHC MECA expired?

In collective agreement bargaining the parties need to negotiate and agree as to when the wage increases start from. Your team consistently advocated for 1 September 2018. The employers advocated for a date of ratification which could have been as late as March 2019. Your team held out on this timeframe and managed to get the wage increase effective from 1 November 2018, just 2 months after expiry.

How does the PHC Pay Rise % offer compare to the DHB % offer?

The offer compares favourably to the DHB % pay rise. DHB members on the RN 5 scale received a 3% annual salary increase for each year over the term of their MECA. This compares to the proposed 2018 PHC MECA offer of 4% for the one year term. Because the DHB negotiations were prolonged (MECA expired 31 July 2017) DHB members did however end up getting the year one and year two % pay rises in June and August of 2018.

Where are the new RN Steps that the DHB has?

The DHB new step 6 is not introduced until May 2019, and the new step DHB 7 is not introduced until after the expiry of the DHB MECA in August 2020. The proposed 2018 PHC MECA expires on 31 August 2019 so there is opportunity this year to address these new steps.

So did the negotiation team give up on the extra steps?

No, your NZNO team were insistent that the new steps will need to be there in the future.

This is one of the reasons there was agreement to go with a one year term for the PHC MECA and a good annual % increase. We will consequently be seeking the new steps in the new 2019 PHC MECA.

It is important to note that the DHBs were only able to offer the new RN steps when the Government significantly increased their funding. Primary Health Care has not seen this increased funding. As such we have negotiated the ability to jointly lobby with the NZ medical Association for the additional funding needed to next year fund the extra PHC MECA steps to achieve DHB parity.

Why bring this proposed PHC MECA out to members?

- The 4% is higher than the DHB annual % increases and recognises that a higher increase was needed.
- The 4% wage increase is significantly more than the mandated level your employer can increase fees by.
- There are significant other improvements as detailed in the previous bulletin.
- The joint lobbying agreement will see NZNO and NZMA (who represent 500 PHC MECA employers) proactively lobby the government for additional funding to secure pay parity and the new steps next year.
- Your negotiation team believe this proactive and unprecedented lobbying agreement is vital to enable us to gain increased funding and secure the additional steps and further % increases.
- It is the first time your PHC MECA employers have formally stated “there is a need to increase funding to be able to recruit and retain nurses and to meet expectations regarding nursing salaries following the DHB settlement”.