

2019 Primary Health Care Multi-Employer Collective Agreement

PROPOSED TERMS OF SETTLEMENT - 7 December 2020

CHANGES TO THE COLLECTIVE AGREEMENT

3. Term

Delete commencement date and replace with the date the agreement has been ratified and signed.
Delete "31 August 2019" and replace with "31 August 2021".

9. Rates of remuneration

Replace rates in 9.1.1, 9.1.2 and 9.1.13 with the following:

9.1.1 Registered Nurse/Practice Nurse/Midwife Scale

Step	Registered Nurse/Practice Nurse/Midwife		
	From 06/01/2020	From 01/09/2020	From 01/02/2021
6			\$36.02
5	\$34.27	\$34.96	\$34.96
4	\$31.12	\$31.74	\$31.74
3	\$29.25	\$29.84	\$29.84
2	\$27.02	\$27.56	\$27.56
1	\$25.63	\$26.14	\$26.14

Employees who have been on Step 5 for 12 months or longer as at 1/2/21 will translate to Step 6 on that date.

Other employees will progress to Step 6 in accordance with the appropriate years of service on the wage scale.

9.1.2 Enrolled Nurse Scale

Step	Enrolled Nurse	
	From 01/09/2019	From 01/09/2020
3	\$25.80	\$26.32
2	\$24.18	\$24.66
1	\$22.80	\$23.26

9.1.3 Medical Receptionist/Administration Staff Scale

Step	Medical Receptionist/Administration staff	
	From 01/09/2019	From 01/09/2020
4	\$23.22	\$23.68
3	\$22.53	\$22.98
2	\$21.49	\$21.92
1	\$20.12	\$20.52

9.1.4 **Coordinator / Lead Nurse / Nurse Team Leader or similar:**

From 06/01/20: Hourly rate of \$36.39

From 01/09/2020: Hourly rate of \$37.12

From 01/02/2021: Hourly rate of \$38.25

For the purposes of backpay, the effective dates of pay are for those eligible employees who were employed at the dates above and who are still employed and NZNO members as at date of ratification by the NZNO.

12. Professional / Educational Development

Delete 12.10.1.1 and replace with the following:

Merit Level 1 for Registered Nurse/Practice Nurse/Midwife/Coordinator/Lead Nurse/Nurse Team Leader or similar

1. *Consistently high involvement in the delivery of holistic and patient centric clinical management which improves the health outcomes and inequities for patients with long-term conditions such as COPD, asthma, diabetes and mental health, including using data to establish priority and the measurement of patient progress; running of acute/chronic illness or well person orientated clinics and regular significant contribution to the education and training of staff and patient groups.*
2. *Utilising relevant second language skills.*
3. *Provides clinical supervision and/or significant mentoring to new nursing staff, medical students, nurse students and, where applicable, health care assistants, including appropriate documentation.*
4. *Additional responsibilities e.g. IT, practice/workplace administration, shift team leader.*
5. *Exemplary performance of routine Registered Nurse/Practice Nurse/Midwife duties*

An employee will be eligible for Merit Level 1 where the employee meets three or more of the responsibilities listed above.

Delete 12.10.1.2 and replace with the following:

Merit Level 2 for Registered Nurse/Practice Nurse/Midwife/ Coordinator/Lead Nurse/Nurse Team Leader or similar

1. *Holds and utilises postgraduate qualification in Primary Care/Health Science or recognised training in a clinical specialization. For example, LTC, OCC Health or Triage.*
2. *Taking appropriate and significant clinical-responsibility for workplace accreditation.*
3. *Undertaking the responsibilities of the Health and Safety Representative/Officer for the workplace.*

4. *Significant additional workplace income generation either through charging for new services, or significantly contributing to the securing or delivery of additional contracts (for example, but not limited to, additional ACC or PHO service contracts)*

An employee will be eligible for Merit Level 2 where the employee meets two or more of the responsibilities listed above.

Add the following new clause:

Domestic/Family Violence Support

Employees who experience domestic/family violence can seek support and assistance from their employer. Employees dealing with such issues are encouraged to seek confidential assistance from their employer.

Family Violence leave

Family violence leave shall be granted in accordance with the provisions of the Holidays Act 2003 and its amendments.

This leave is in addition to the annual leave and sick leave provisions in this agreement.

In accordance with the Holidays Act, an employee who is experiencing family violence is eligible for family violence leave after six months current continuous service with the employer; the entitlement is to up to 10 days leave in each subsequent 12 month period. The employer may require evidence that the employee is affected by family violence. This section is added to provide general information about the entitlement provided by the Act and does not replace the provisions of the Act.

Flexible Working Arrangements

In accordance with the Employment Relations Act 2000, an employee affected by family violence may request a short-term (two months or less) variation of their employment arrangements to assist the employee to deal with the effects of family violence.

Matters arising outside of collective agreement

Health care assistants / practice assistants (or similar roles)

During the term of the MECA the parties will undertake a joint exercise to scope the nature of these roles within primary health care to inform future bargaining.

Nurse Practitioners and Designated RN Prescribers

During the term of the MECA the parties will undertake a joint exercise to scope the nature of these roles within primary health care to inform future bargaining.