



# Staying Industrially Safe – A Sector Group Overview



NEW ZEALAND  
**NURSES**  
ORGANISATION

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**TAPUHI**  
KAITIAKI O AOTEAROA

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# Staying Industrially Safe

- Solving problems and winning issues by working together collectively
- There are problems and issues in the world I would like to solve but they are too big for me by myself.
- So I join together with other people to increase our chances of solving it together.

# Organising Approach – Organising Diamond

## Recruitment

- Union membership
- Membership density

## Issues

Pay, Pay Parity  
Safe Staffing  
Funding  
Sick leave etc

## Member Activity

- Informed member activism
- Supporting the issues
- Collective actions - attend meetings, vote, media, petitions, pickets, strike

## Leadership

- Union leaders, delegates etc
- Leading, facilitating etc

## External Leverage

- Building alliances, involve other groups and parts of society
- Friends & allies, people who share our issues or concerns. eg Grey power for Aged Care Staffing

# Staying Industrially Safe





# The Private Hospital and Hospice Sector



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# The Private Hospital and Hospice Sector

- Smallest of the four health sectors, but of tremendous importance.
- Covid19 = Thousands of surgeries and procedures deferred = Enormous backlog , therefore must be progressed privately
- Reinforces how public health sector is **reliant** on private sector to cover
- Need to increase ‘union density’ in this sector - This is a priority!
- Union density directly relates to industrial safety – because density = strength and leverage. In high density workplaces, you find strong delegates, strong Collective Agreements and, as a result, a strong membership.



# The Private Hospital and Hospice Sector

- This sector is covered by dozens of Collective Agreements, each with clauses particular to the various worksites
- Focus of these Collective Agreements is to maintain any premiums ahead of DHB MECA rates and developing model clauses to share throughout the Sector – so that “Best of the Best” Clauses can be replicated throughout the country
- 17 of our hospice sites are covered by the **Hospice MECA**. Our members covered by this MECA are **currently behind** the DHB in their terms & conditions and currently under renegotiations
- We need to get behind these members, because together we are stronger and we need to use our **solidarity** to improve the Industrial reality of members in these sites. In this sector we will also be strengthening our **member communications**, so that visibility and solidarity are front and centre.

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# The Primary Health Care Sector (PHC)





# The Primary Health Care Sector

- The PHC Sector Group strategy is to achieve **pay parity** with the DHB MECA and further to then roll-out the DHB MECA pay equity outcome to PHC
- A challenge in some current bargaining as there has **not been consistent additional funding** appropriated to PHC providers to provide pay parity
- **Recruitment and retention** issues – nursing shortage and DHB active recruitment
- Difficult bargaining environment- **industrial action** taken – a first in PHC
- As a result of the PHC MECA campaign and our members collectiveness the Ministry of Health and DHBs in late September 2020 openly recognised for the first time there is a pay parity issue
- BUT we still need tangible processes and timeframes to have confidence that this will be rectified across the sector



# The Primary Health Care Sector

## PHC MECA

- NZNO members stayed industrially safe to collectively achieve success
- With over 500 worksites spread across the country, collectivity was crucial
- 18 months bargaining, a strong campaign and first ever stop work meeting
- Two days of strike action and lobbying led to additional funding
- Members voted 84 % in favour of the proposed Collective Agreement
- The PHC MECA, now covers 500 employers and 3,400 NZNO members – an increase of 200 members over the campaign!



# The Primary Health Care Sector

## FAMILY PLANNING ASSOCIATION

- The first ever national strike at Family Planning, scheduled for February 16 was averted and the revised CA (expiry 31 August 2021) was ratified with the wages increases fully backdated to 1 April 2020.
- Family Planning were given the authority by the Ministry of Health to confirm at mediation that there is a “Budget Bid” for Family Planning for this year’s Budget (1 July 2021-30 June 2022).



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# The Primary Health Care Sector

## LABTESTS AUCKLAND

- After ongoing negotiations with Labtests Auckland since September last year and mediation in late January, NZNO members held a picket and voted for a 24-hour strike on 6 April 2020
- This decision came after members rejected two offers which failed to even bring the starting rates up to a living wage
- Labtests presented a fourth offer which included full back pay. On this basis our members voted to withdraw the strike action
- Member collectiveness and campaigning has been building here with membership having almost doubled since the last CA negotiations.



# The Primary Health Care Sector

## MAORI AND IWI

- We continue to build our collective agreement base here with now ten collective agreements either negotiated or underway.
- Pay parity has been achieved in some, but there are still some DHBs that do not provide adequate funding to allow this.

# District Health Board Sector



Stronger  
together

He Waka Eke Noa Ma Te Hauora  
Me Te Ora - We are all in this  
together for health and wellbeing

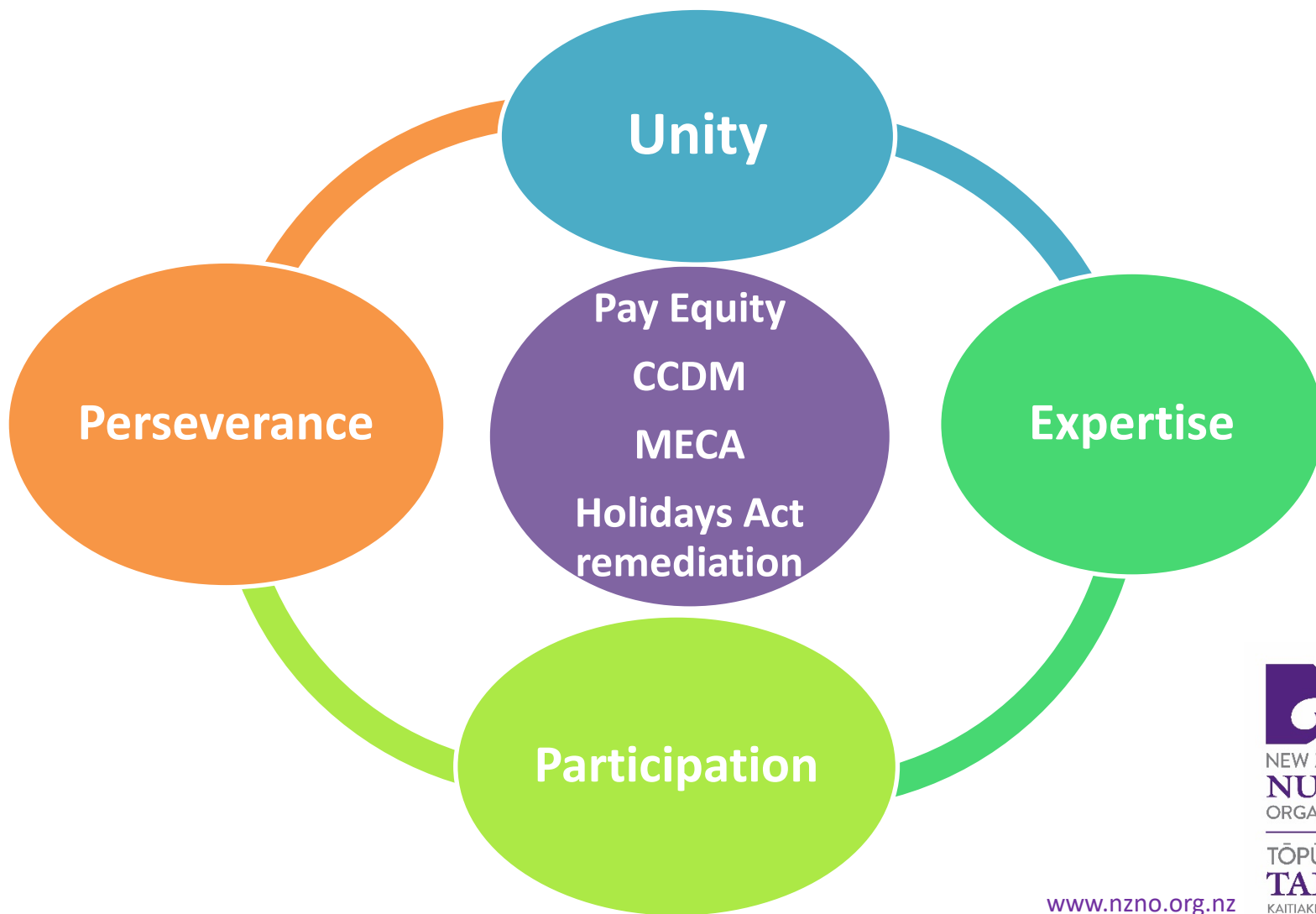


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# District Health Board Sector

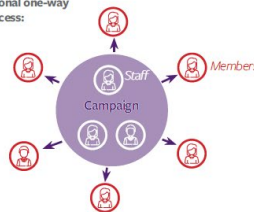
## Maintaining the focus on member participation and leadership

### Building a member-led campaign

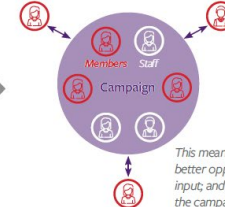
We want to work collaboratively to develop a campaign that truly represents our union as a collective.

#### The process

We're moving from a traditional one-way campaign development process:



Towards a two-way collaborative process.



*This means: more transparency, better opportunities for member input, and a sense that we all own the campaign.*



#### What will this collaboration look like?



Members from the DHB National Delegates Committee and a few key NZNO staff from across the country are creating the campaign together.

This group meets (online) regularly during campaign development to ensure that what we build is founded on what members say they need.



#### Reaching out for wider membership input.

Our wider membership will be engaged too as the campaign develops, through surveys, digital polls, digital conference meetings and conversation through our private members Facebook page.

# District Health Board Sector

## The bargaining





# District Health Board Sector

## DHB Offer

- Moving to a public facing campaign
- Using our collective strength, participation and unity





# District Health Board Sector

**Member meetings - from 29 April – 12 May**

The purpose of these member lead meetings is:

1. To update members about the feedback on the DHB offer provided by the larger membership;
2. Talk about the proposed campaign actions, with a petition as a central core action
3. Describe what the process required for any potential strike action, what form industrial action may look like and answer members questions about that.

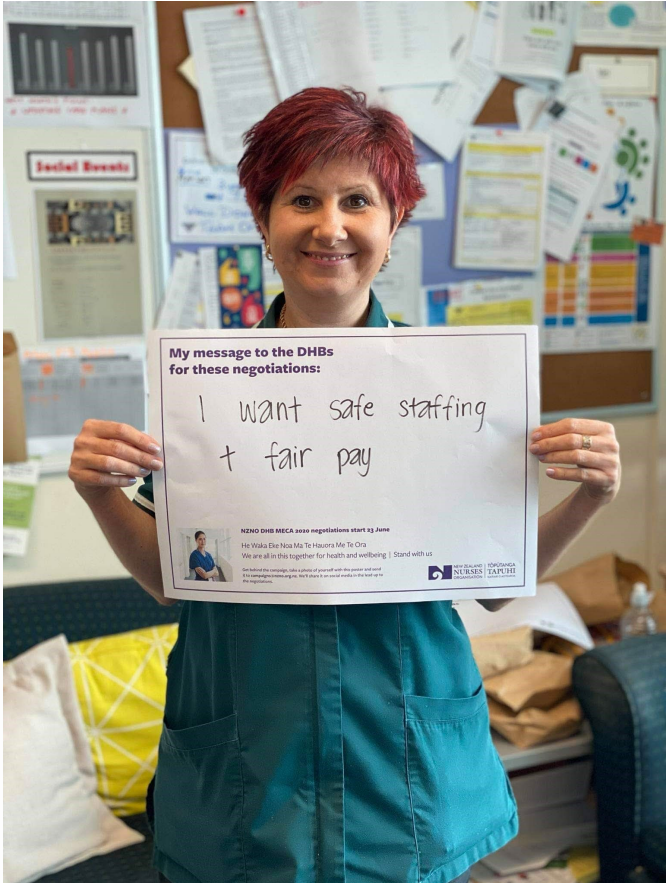


# District Health Board Sector

The NZNO DHB MECA campaign plan was built on four areas:

1. Member Recruitment
2. Delegate Development
3. Member Activity
4. External Leverage

# District Health Board Sector





# Aged Care Sector





# Aged Care Sector

Industrially safe = reasonable workloads

- The Aged Care sector staffing regulations have not kept pace with growth of the sector and the acuity of residents. Nurses and Caregivers are campaigning for mandatory minimum staffing levels and skill mix in residential aged care that will enable the nursing team to provide the standard of care that residents deserve.
- This year we will be building momentum and highlighting the consequences of understaffing and the effect this has on the workforce and residents.
- We will be taking every opportunity to profile the need for safe staffing through-out this year and beyond.



# Aged Care Sector

- On March 22<sup>nd</sup> to celebrate the start of NZNOs Caregivers week E tu and NZNO delegates Roshni and Kelly Davy shared their stories online live with special guest Green MP Jan Logie and Jan Prentecost Grey Power CEO. The panel discussion was well received on the night and the audience continue to climbs via NZNOs face-book page.
- Copies of our petition letter to the Prime Minister Jacinda Ardern are here today and we ask each delegate to take a copy home and get whānau and friends to sign it and return via the email address at the bottom.



**Aged care workers  
deserve pay that  
values their work.**

Caregivers week 2021



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# Aged Care Sector

- Industrial safety certainly involves workloads that allow nurses and caregivers to have their breaks and not be forced to ration care. Safety also is about wellbeing and work life balance. Bargaining this year will again focus on achieving and maintaining pay parity with DHBs for nurses and ensuring the value of the care and support settlement for caregivers continues into the future. Improving wages in the sector is integral to lifting the standards of living and therefore the wellbeing of members and their whānau.