

UNDER THE EMPLOYMENT RELATIONS ACT 2000

VARIATION TO TERMS AND CONDITIONS OF EMPLOYMENT

BETWEEN: **GORE HEALTH LTD** (the Employer)

AND: **NZ NURSES ORGANISATION** (the Union)

BACKGROUND

The above named are parties to a Collective Employment agreement valid for the term of 1 August 2022 – 31 July 2023.

The Employer has been advised by Te Whata Ora that additional funding is to be made available to the Employer to enable it to match the pay rates fixed by agreement in the Employment Relations Authority while the Authority undertakes the process of determining equity pay rates for nurses and health care assistants.

The parties agree that a variation is necessary to implement the increased rates and now set out that variation for the ratification process.

Clause 19: NEW SALARY RATES

- a. New rates as set out in the attached schedule.
- b. Rates to take effect from 6th February 2023 and backpaid accordingly with the exception of the Domestic Staff rates that will take effect on 1 April 2023
- c. Clause 19.2 Merit Step to be deleted



All other terms and conditions as set out in the applicable Collective Agreement above will continue in force until varied or renegotiated.

Dated at

This 29 Day of March 2023

**For and on Behalf of
Gore Health Ltd**

**For and on Behalf of
NZNO**

 - KARL METZLER CEO.

Gail Ahar

GORE HEALTH LTD - COLLECTIVE EMPLOYMENT AGREEMENT PAY PARITY RATES FROM 6 FEBRUARY 2023

Registered Nurses	1-Aug-22	6-Feb-23	Difference	Increase
Step 7	83,186	95,340	12,154	15%
Step 6	80,932	92,563	11,631	14%
Step 5	78,745	89,868	11,123	14%
Step 4	71,452	80,883	9,431	13%
Step 3	67,938	76,554	8,616	13%
Step 2	64,291	72,061	7,770	12%
Step 1	59,834	66,570	6,736	11%

RN Merit Steps - now moves to RN steps above				
	1-Aug-22	6-Feb-23	Difference	Increase
Step 7 Merit	87,425	95,340 RN Step 7	7,915	9%
Step 6 Merit	84,879	92,563 RN Step 6	7,684	9%
Step 5 Merit	82,408	89,868 RN Step 5	7,460	9%

Enrolled Nurses	1-Aug-22	6-Feb-23	Difference	Increase
Step 5 (new)	62,847	73,609	10,762	17%
Step 4	62,847	71,300	8,453	13%
Step 3	61,185	68,990	7,805	13%
Step 2	57,133	63,980	6,847	12%
Step 1	54,432	61,146	6,714	12%

Admin Staff	1-Aug-22	6-Feb-23	Difference	Increase
Step 3	55,620	55,620	-	0%
Step 2	50,738	50,738	-	0%
Step 1	47,840	47,840	-	0%

Domestic Staff	1-Aug-22	1-Apr-23	Difference	Increase
Step 2	46,849	48,254	1,405	3%
Step 1	45,760	47,216	1,456	3%

Hospital Aide/Assista	1-Aug-22	6-Feb-23	Difference	Increase
Step 5	53,803	61,540	7,737	14%
Step 4	52,405	59,748	7,343	14%
Step 3	51,579	58,689	7,110	14%
Step 2	48,710	55,011	6,301	13%

Registered Nurses	1-Aug-22	6-Feb-23	Difference	Increase
Step 7	39.99	45.84	5.84	15%
Step 6	38.91	44.50	5.59	14%
Step 5	37.86	43.21	5.35	14%
Step 4	34.35	38.89	4.53	13%
Step 3	32.66	36.80	4.14	13%
Step 2	30.91	34.64	3.74	12%
Step 1	28.77	32.00	3.24	11%

RN Merit Steps - now moves to RN steps above				
	1-Aug-22	6-Feb-23	Difference	Increase
Step 7	42.03	45.84 RN Step 7	3.81	9%
Step 6	40.81	44.50 RN Step 6	3.69	9%
Step 5	39.62	43.21 RN Step 5	3.59	9%

Enrolled Nurses	1-Aug-22	6-Feb-23	Difference	Increase
Step 5 (new)	30.21	35.39	5.17	17%
Step 4	30.21	34.28	4.06	13%
Step 3	29.42	33.17	3.75	13%
Step 2	27.47	30.76	3.29	12%
Step 1	26.17	29.40	3.23	12%

Admin Staff	1-Aug-22	6-Feb-23	Difference	Increase
Step 3	26.74	26.74	-	0%
Step 2	24.39	24.39	-	0%
Step 1	23.00	23.00	-	0%

Domestic Staff	1-Aug-22	1-Apr-23	Difference	Increase
Step 2	22.52	23.20	0.68	3%
Step 1	22.00	22.70	0.70	3%

Hospital Aide/Assist	1-Aug-22	6-Feb-23	Difference	Increase
Step 5	25.87	29.59	3.72	14%
Step 4	25.19	28.73	3.53	14%
Step 3	24.80	28.22	3.42	14%
Step 2	23.42	26.45	3.03	13%