



**Variation to Multi-Employer Collective Agreement between New Zealand Nurses Organisation and Listed Specified Hospices (1 September 2017 – 31 August 2020)**

**Harbour Hospice Trust: Variation to Clause 8.0 Wages – Registered Nurse, Designated Senior Nurses and Healthcare Assistants**

The following wage scales shall **replace** the wage scales specified in clause 8.0;

**Registered Nurse Salary Scale**

	1 September 2018	1 March 2019	
		IPU	CPC
New Grad/NetP	\$50,944	\$52,218	\$52,727
Level 1	\$55,106	\$56,484	\$57,035
Level 2	\$58,579	\$60,043	\$60,629
Level 3	\$61,902	\$63,450	\$64,069
Level 4	\$68,772	\$70,491	\$71,179

**Designated Senior Nurse Salary Scale**

	1 September 2018	1 March 2019
		IPU
Senior 1	\$72,172	\$73,976
Senior 2	\$75,789	\$77,684
Senior 3	\$78,442	\$80,403
Senior 4	\$81,188	\$83,218

**Healthcare Assistants**

	1 September 2018	1 March 2019
		IPU
Level 1	\$38,069	\$39,021
Level 2	\$40,473	\$41,485
Level 3	\$43,177	\$44,256
Level 4	\$43,946	\$45,045

The above salaries are based on a 40-hour work week. Part time staff will be paid on a pro rata basis.

**Signed on behalf of Harbour Hospice Trust**

*Jan Nichols* Jan Nichols CEO 12/2/19  
 Name and Designation Date

**Signed on behalf of New Zealand Nurses Organisation**

*Sue Sharpe* Sue Sharpe NZNO Organiser 13-2-19  
 Name and Designation Date