Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

Variation to Mercy Hospital Dunedin Limited Collective Agreement with NZNO

Mercy Hospital Dunedin Limited and Tōpūtanga Tapuhi Kaitiaki o Aotearoa – New Zealand Nurses Organisation Incorporated Collective Employment Agreement

Introduction

As part of the March 2026 collective negotiations, the parties agreed to include the following roles into the collective coverage–

- Nurse Practitioner
- Infection Prevention and Control (IPC) Nurse
- Clinical Learning and Development (L&D) Coordinator
- Associate Charge Nurse
- Clinical Nurse Specialist
- Nurse Educators
- Clinical Nurse Coordinator
- Sterile Sciences Shift Leader

This variation outlines the agreed changes to the collective, including what provisions apply to the above designated senior positions.

1. Remuneration and Allowances –

Add new 'designated senior position' tables under the current remuneration table in clause 15.2

Designated Senior Positions Table

Educators, Clinical Nurse Coordinator				
	Effective 27 July 2026		Effective 22 March 2027	
	Hourly Rate	Annualised	Hourly Rate	Annualised
Step 1	$59.94	$124,675	$60.84	$126,547
Step 2	$63.83	$132,766	$64.79	$134,763
IPC Nurse, Clinical L&D Coordinator, Associate Charge Nurse, Clinical Nurse Specialist				
	Effective 27 July 2026		Effective 22 March 2027	
	Hourly Rate	Annualised	Hourly Rate	Annualised
Step 1	$61.58	$128,086	$62.50	$130,000
Step 2	$63.11	$131,268	$64.06	$133,245
Step 3	$67.12	$139,609	$68.13	$141,710

Nurse Practitioner				
	Effective 27 July 2026		Effective 22 March 2027	
	Hourly Rate	Annualised	Hourly Rate	Annualised
Step 1	$71.92	$149,593	$73.00	$151,840
Step 2	$75.67	$157,393	$76.81	$159,764
Step 3	$79.41	$165,173	$80.60	$167,648
Step 4	$85.57	$177,986	$86.85	$180,648

CSSD Shift Leader			
Effective 27 July 2026		Effective 22 March 2027	
Hourly Rate	Annualised	Hourly Rate	Annualised
$46.88	$97,510	$47.58	$98,966

Note: Service year progressions will be based on a year (12 months) of employment (including any periods of holiday or other approved leave absence), since your last progression (regardless of FTE).

For new members to the organisation post 16 March 2020 entry steps into the organisation will be based off years' experience post registration or enrolment (if applicable).

The following table outlines the amendments that apply to each clause within the current collective employment agreement. Where clauses are not outlined in the below table, the current provisions in the collective agreement applies.

Any changes listed in the below tables, including any additional/new or amended entitlements as a result of the senior nursing group being in coverage will take effect at the start of the pay period following ratification of this variation

Clause	Amendment	New/Amended Clause Applicable to designated senior positions
2. Definitions	Add a 'designated senior position' definition to the definitions list in clause 2.	Add a new definition – Designated senior position – Are those roles listed in the designated senior tables in clause 15.2, specifically; Nurse Practitioners, IPC Nurse, Clinical Learning and Development (L&D) Coordinator, Associate Charge Nurse, Clinical Nurse Specialist, Nurse Educators, Clinical Nurse Coordinator, and Sterile Sciences Shift Leader
3. Coverage update clause 3.4	Update clause 3.4 taking away everything from 'In addition...' in this clause, as this variation captures the coverage making that detail no longer relevant	Update clause 3.4 to read – When a new employee begins employment and their work is covered by this collective agreement, the employer will: • Inform the employee that a collective agreement exists and that it covers the work to be performed by the employee. • Inform the employee that they have the right to join the relevant union and how to contact the union • Provide the employee with a copy of this collective agreement. • The employer will comply with all obligations under the Employment Relations Act 2000 relating to union

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		membership and the application of collective agreement terms.
14. Classification	Add the agreed definitions for each new role within coverage to clause 14.1	"Nurse Practitioner" - Advanced practice registered nurse with Nursing Council approved Nurse Practitioner scope, providing expert clinical care, leadership, education and service development within a specialty area. "Infection Prevention and Control (IPC) Nurse" - Registered nurse responsible for infection prevention and control programmes, compliance monitoring, education and specialist advice relating to infection control standards and practice. "Clinical Learning and Development (L&D) Coordinator" - Coordinates and supports clinical learning, professional development and workforce education programmes that directly impact clinical practice hospital wide. "Associate Charge Nurse" - Provides clinical leadership and operational support within a care area, including coordination, coaching and delegated responsibilities supporting service delivery. "Clinical Nurse Specialist" - Registered nurse with advanced knowledge and expertise in a specialty area providing specialist clinical support, education and practice development. "Nurse Educators" - Facilitates clinical education, competency development and training programmes for the nursing workforce in specific service area. "Clinical Nurse Coordinator" – Coordinates people, systems and resources to support safe and effective service delivery and provides day-to-day clinical coordination and staff support. "Sterile Services Shift Leader" - Coordinates day-to-day operations within Sterile Sciences. Provides operational support, workflow coordination while also undertaking Sterile technical duties
15 Remuneration and Allowance	Update clause 15.3 to exclude designated senior positions from these allowances	Update clause 15.3 to read – In addition to the base salaries set out in Clause 15.2, an Employee who achieves the levels of accomplishment as described in the Mercy Hospital PDRP Programme will qualify for an increased hourly rate to recognise their PDRP accomplishment. The payment shall be added to an employee's ordinary hourly rate on production of evidence that the level has been either achieved or revalidated post the signing of this agreement.

		Staff who achieve PDRP level 3 or 4 portfolio will receive the following increase in hourly rate: **Level 4 Expert - $2.70 per hour** **Level 3 Proficient - $1.80 per hour** *Hourly rate increases have been established based off a 0.8 FTE earning a PDRP payment of $4,500 per annum at level 4 or $3,000 per annum at level 3.* In the event PDRPs are not revalidated within three months of expiry, the hourly recognition payments specified in this clause will cease. Those working in designated senior positions are not eligible for the PDRP recognition payments outlined in this clause.
15.4.3 Shift Coordinator	Update clause to outline that the shift coordinator allowance is not payable to designated senior positions	*15.4.3* ***Shift Coordinator***: An employee may be temporarily appointed in a shift coordinator capacity when the shift has not less than 2 hours without an Associate Charge Nurse, clinical coordinator or clinical nurse manager onsite. A shift coordinator will be supported by their clinical nurse manager, clinical coordinator or Associate Charge Nurse to fulfil the role and expected to adhere to the requirements in the definition outlined in clause 14.1. Where an employee is appointed as a shift coordinator capacity in line with these requirements, they shall be paid a shift coordinator allowance of $3.50 per hour, in addition to the ordinary hourly rate for hours worked. The Shift Coordinator allowance is not payable to designated senior positions.
15.4.10 Higher Duties	Outline in clause 15.4.10c that the higher duties in clause 15.4.10 does not apply to those employed in designated senior positions, and add a new clause 15.4.11 outlining higher duties provisions when employed in a designated senior position	15.4.10 ***Higher Duties***: A higher duties allowance shall be paid to an employee, who, at the request of the employer is substantially performing the duties and carrying the responsibilities of a position graded higher than the employee's own. 15.4.10.a Except as provided for under clause 15.4.8.b, the higher duties allowance payable shall be $4.00 per hour provided a minimum of 8 consecutive hours of qualifying service is worked per day or shift. 15.4.10.b Where an employee performs the duties of the higher position for more than five consecutive days, the allowance payable shall be the difference between the current salary of the employee acting in the higher position, and the minimum salary the

		employee would receive if appointed to that position, or $4.00 per hour (whichever is greater). 15.4.10c This clause does not apply to those employed in a designated senior position, refer to clause 15.4.11 for higher duties when employed in a designated senior position. 15.4.11 ***Higher Duties when employed in a designated senior position***: Where an employee is employed in a designated senior position and carrying out duties of a higher graded position a higher duties allowance will only be payable if they perform the duties of the higher position for more than five consecutive days. The allowance payable shall be the difference between the current salary of the employee acting in the higher position, and the minimum salary the employee would receive if appointed to that position.
15.4.11 On Call	Update the clause number to 15.4.12 and add a new clause 15.4.12d and 15.4.13 to outline that those on the designated senior roster (currently called – senior nurse on call roster) will be paid a lump sum per week on call of $850	15.4.12 ***On Call:*** a) On call will be used where required, to meet the operational needs of Mercy Hospital. The allocation of time should be spread as evenly as practicable amongst those on the roster. b) Those employees rostered on-call shall be paid an on call allowance of $8.00 per hour, except on public holidays where the rate will be $10.00 per hour. c) The on-call allowance is payable for all hours the employee is rostered on call including the period of time they are required to be at work. When an employee is called in to work while on call, the time worked will be paid at double the ordinary hourly rate specified in clause 15.2 superseding the allowances and over time provisions set out in clauses 11 and 15. d) Clause 15.4.12 does not apply to those employed in a designated senior position working on the designated senior roster. Refer to clause 15.4.13 for Designated Senior on Call provisions. 15.4.13 **Designated Senior on Call:** a) An employee employed in a designated senior position and rostered on the designated senior roster (currently called the senior nurse on call roster), will be paid a lump sum payment of $850 for the full week they are on call b) The on-call allowance is payable for the week including any period they are required to be at work. c) When a designated senior employee is called into work outside of their standard hours, while on call, the time worked will be paid at double the ordinary hourly rate

		specified in clause 15.2 superseding the allowances and over time provisions set out in clauses 11 and 15. d) Any employee coming in whilst on call must have either met the criteria set out in the on-call principles, or received authorisation from a senior leader, where this does not occur call back payments may be withheld.

This variation shall be presented to Senior Designated staff that are members of NZNO to accept as per clause 5 of the collective agreement. If accepted by a clear majority, it shall be incorporated into the Collective agreement in full and be binding from the date of signing this variation by the parties.

Gwyn Stevenson NZNO Organisor Signed on Behalf of New Zealand Nurses Organisation	Date 13.11.2026

Richard Whitney Chief Executive Officer Signed on Behalf of Mercy Hospital Dunedin Limited	Date 16-11-2026