



NEW ZEALAND
NURSES
ORGANISATION

TŌPŪTANGA
TAPUHI
KAITIAKI O AOTEAROA

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PRIMARY HEALTH CARE

MULTI-EMPLOYER

COLLECTIVE AGREEMENT

15 March 2021 – 31 August 2021



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APPENDICES

1 Schedule of Parties

Primary Health Care Multi-Employer Collective Agreement

1. Parties

In accordance with the Employment Relations Act 2000 this collective agreement is made:

BETWEEN:

Employer parties at commencement of this agreement as recorded in Appendix One (The "Employer")

AND

The **New Zealand Nurses Organisation** (NZNO) (The "Union")

2. Coverage and Application

2.1 This is a Multi Employer Collective Agreement (MECA) that is made pursuant to the Employment Relations Act 2000.

This MECA shall apply to all employees who are members of NZNO and who are employed by an employer party to this MECA in the following positions:

- Administration Staff
- Enrolled Nurses
- Medical Receptionists
- Midwives
- Practice Nurses
- Registered Nurses
- Registered Nurses/Practice Nurses/Midwives employed in a Coordinator role

2.2 The parties agree that any employee whose work is covered by the coverage clause of this agreement (clause 2.1 above) who is engaged by the employer, and is a NZNO member, shall be entitled to all benefits, and be bound by all of the obligations, under this agreement.

The employers shall follow the requirements of the Employment Relations Act with regard to new employees. The employer shall advise new employees that the employer is a party to the Primary Health Care MECA, that they are able to join NZNO and be covered, and that there is a copy of the agreement available in the workplace.

Employees shall make every endeavour to notify the employer in a timely manner of their union membership.

2.3 **Savings:** An employee who was covered by the previous MECA and continues to be a member of NZNO and covered by this agreement shall not have their ordinary time (T1) hourly rate reduced by the coming into force of this agreement, unless this is specifically agreed by the parties during the negotiations.

2.4 Existing employees who are covered by the coverage clause of this MECA (clause 2.1) who become NZNO members during the term of the MECA shall, from the date of becoming a union member, be bound by all benefits and obligations relating to employees under this MECA subject to the restrictions set out in the Employment Relations Act 2000.

2.5 **Transition to this agreement:** This agreement replaces all previous terms and conditions of employment unless mutually agreed otherwise as specified below.

Where an employee on an individual employment agreement (IEA) joins the NZNO or an employee's employer becomes a party to the MECA and the employee is a member of NZNO, the following shall apply:

- The employee shall cease to be covered by the terms and conditions of the IEA, except for any terms and conditions agreed in writing between the employee and the employer to still apply now that the employee is covered by this collective agreement
- If the employee's IEA provides for a flat hourly rate, that hourly rate shall be deconstructed to provide for an ordinary hourly rate, overtime, penalty payments etc, in accordance with this agreement, by agreement between the employer and the employee. Alternatively, the employee and the employer can agree upon an all inclusive salary
- If the employee's IEA provides for an all inclusive salary, the agreed all inclusive salary shall continue to apply to the employee, unless the employee and employer agree on the transition to an ordinary rate
- If the employee has an ordinary hourly rate and an entitlement to one or more penalty rate/s for particular times, or some other mix of remuneration rates which is different from that provided for in this agreement, the employer and employee shall deconstruct the rates applicable to provide for an ordinary hourly rate, overtime, penalty payments etc, in accordance with this agreement, by agreement between the employer and the employee
- The principles that shall apply to all transitions from an individual employment agreement to this agreement are:
 - The employee shall advise the employer as soon as possible if the employee has joined NZNO. This is to ensure that the employee is placed on the MECA and to enable the transition to be resolved promptly and appropriately;
 - Neither party should be disadvantaged or advantaged by the transition;
 - Agreement shall not be unreasonably withheld;
 - The employee may seek the assistance of NZNO in working through this process;
 - The agreement reached shall be recorded in writing;
 - The provisions of the MECA are the minimum entitlements.

2.6 **Non-Waiver Understanding:** Failure by either party to enforce any right or obligation with respect to any matter arising in connection with this agreement, shall not constitute a waiver as to that matter, or any other matter, either then or in the future.

2.7 **Subsequent employer parties:** The parties agree that other employer parties whose core business is the provision of primary healthcare services may become parties to this agreement where the NZNO and the new employer party so agree. Employers who agree

to become subsequent parties shall be recorded on a master list compiled by the NZNO and shall be provided to the employer parties on request.

On the date of receipt by NZNO of the completed subsequent parties form the employees who are NZNO members shall be entitled to the benefits conferred by this agreement.

3. Term

- 3.1 This MECA shall come into force on [date agreement has been ratified] and expire on 31 August 2021.

4. Variation of this MECA

- 4.1 The parties may vary this agreement from time to time by written agreement signed by them or by their duly authorised representatives on their behalf (employer advocates and NZNO). Any such variation will take effect as if it were incorporated into this agreement.
- 4.2 Where a change only impacts on one or some of the employer parties, any or all of the provisions of this agreement may be varied by agreement between the affected employer parties and the NZNO. Any such variation will be committed to writing and signed by the parties to the variation. That variation shall only apply to the employers who have agreed to such variation.
- 4.3 Where a change only impacts on one or some of the employees employed by an employer party to this agreement, any of the provisions of this agreement may be varied by agreement between the affected employee(s) and their employer and NZNO. Any such variation will be committed to writing and signed by the employer and the employee(s) affected and NZNO. That variation shall only apply to the employer and employees who have agreed to such variation.

5. Definitions

"Administration staff" means an employee who is wholly or substantially engaged in administration duties.

"Casual employee" means an employee who has no set hours or days of work and who is normally asked to work as and when required. They are employed when there is an overflow of work or a permanent employee is absent. Each engagement undertaken by the casual employee is a stand alone employment arrangement and the employment shall be at an end at the completion of the work required. Nothing in this agreement, either express or implied, requires the employer to offer any employment to any employee, notwithstanding that the employee may be recognised on any list maintained by the employer to assist in obtaining staff.

"Employee" means any person employed by an employer whose position is covered by this MECA.

"Employer" means the relevant employer employing the particular employee.

“Enrolled nurse” has the same meaning as in the Health Practitioners’ Competence Assurance Act 2003 and its successors.

“Full time employee” means an employee who works not less than the “ordinary” or “normal” hours set out under “hours of work” in this MECA.

“Medical Receptionist” means a person who is employed to undertake medical receptionist duties at the medical practice.

“Midwife” means a person who is qualified as a midwife under the Health Practitioners’ Competence Assurance Act 2003 and its successors.

“Night Duty” means any duty in which part of the duty is worked between midnight and 5:00am on any day of the week.

“Ordinary time hourly rate of pay” shall be the hourly rate of pay paid to the employee. T1 refers to the ordinary time hourly rate of pay; T1.5 refers to one and a half times the ordinary time hourly rate of pay.

“Part-time employee” means an employee, other than a casual employee, who is employed on a permanent basis but works less than the ordinary or normal hours prescribed in this MECA. Any wages and benefits e.g. leave, will be pro rata according to the hours worked unless specifically stated otherwise in this MECA.

“Registered nurse” has the same meaning as in the Health Practitioners’ Competence Assurance Act 2003 and its successors.

“Relevant Daily Pay” has the meaning as provided by the Holidays Act 2003.

“Service” means the current continuous service with the current employer.

“Shift work” is defined as the same work performed by two or more employees, or two or more successive sets or groups of employees, working successive periods.

“Temporary/Fixed Term Employee” means an employee who is employed for a specified limited term for a specified project, situation or event, or, for example, to replace an employee on parental leave or long term accident or sickness. There is no expectation of ongoing employment. Temporary agreements must not be used to deny staff security of employment.

6. Trial Period

A new employee may be employed on a trial period in accordance with section 67(a) of the Employment Relations Act 2000 and any subsequent amendments. Any trial period requires agreement between the new employee and the employer. Where a trial period is proposed, it shall be specified in the employee’s letter of offer, which letter shall also advise the employee of the right to seek independent advice about the implications of this provision prior to agreeing to this trial period.

7. Hours of Work

The employer will endeavour to ensure safe staffing levels and appropriate skill mix in work areas.

- 7.1 The ordinary working hours of an employee employed full-time shall be either:
- (i) 75 or 80 per fortnight; or
 - (ii) 37.5 or 40 per week; or
 - (iii) The equivalent average in the case of a roster cycle exceeding a fortnight.
- 7.2 Employees will normally work 7.5 or 8 hours a day/shift in duration. Shifts shall be no less than 4 hours per day, except by mutual agreement between the employee and employer.
- 7.3 The times and days to be worked, and the duration of shifts shall be set by agreement between the employer and employee. Any change to the hours and/or days of work shall be by agreement between the employer and employee. Such agreement would not be unreasonably sought or withheld by either party where there are demonstrable employer or employee needs.
- 7.4 Where rosters are worked they will be published at least 14 days prior to the commencement of the roster. Changes in rosters, once posted, shall be by mutual agreement.
- 7.5 Except by mutual agreement, every employee shall have two periods of at least 24 hours off duty each week, and except in the case of emergencies or by agreement, these shall be consecutive.
- 7.6 Except by mutual agreement, no employee shall work more than seven days in a row. This does not include days attending training or professional development.
- 7.7 A minimum break of nine hours shall be allowed between rostered shifts unless mutually agreed between the employer and the employee.
- 7.8 Employees may exchange shifts or duties by mutual agreement and with the prior approval of the employer. In this case, no additional payment (such as overtime rates) will apply. Where an employee chooses to enter into a shift swap which results in that employee receiving less hours than their guaranteed hours for the period, it is recognised that the employee has chosen to forfeit a portion of their guaranteed hours of their own free will, and that time not worked is not required to be made up or paid by the employer.
- Where the employer requires employees to attend classes of instruction or examinations the time spent shall be paid at the employee's ordinary time rate of pay but shall not count as time worked for the purposes of calculation of any overtime entitlements. Alternatively the employer and employee may agree to paid time in lieu instead of payment.
- 7.9 Duties, once commenced, shall be continuous unless otherwise agreed between the employer and the employee.
- 7.10 **Additional Provisions for Employees working Alternative Rosters:**
- 7.10.1 In specific instances, i.e. shifts of longer or variable lengths, the ordinary hours for a full time employee are able to be averaged over a roster cycle of greater than one fortnight e.g.: an employee who works 12 hour shifts may work 120 hours

over a 3 week roster and be considered to be fulltime. No employee shall be required to work more than a 12 hour rostered shift.

- 7.10.2 Alternative hours of work may be implemented by agreement between the Employer and the employees directly affected. It is recognised employees have the ability to consult NZNO before such agreement is reached.

8. Meal Breaks and Rest Periods

- 8.1 Employees who work for less than two hours in a day are not entitled to breaks.
- 8.2 Employees who work for two hours or more are entitled to a paid 10 minute rest break.
- 8.3 Employees who work for four hours or more are additionally entitled to an unpaid meal break.
- 8.4 Employees who work six hours or more in a day are entitled, within each working day, to two paid ten-minute rest breaks and an unpaid meal period of at least half an hour.
- 8.5 An employee who is unable to be relieved from work for a meal break shall be entitled to have a meal while on duty and this period shall be regarded as working time. The employee shall comply with the employer's policy as to where on the premises the meal may be taken.
- 8.6 During the meal break or rest breaks specified above, free tea, coffee, milk and sugar shall be supplied by the employer when the break is taken on the premises. This shall not apply when employees are working off site.
- 8.7 The employer shall ensure so far as practicable, given the employers operational requirements and resources, that appropriate facilities are to be provided in the workplace for an employee who wishes to breastfeed and that appropriate breaks are provided for this. Such breaks shall be unpaid unless otherwise agreed.

9. Rates of Remuneration

9.1 Hourly Rates of Pay:

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	
4	\$31.12	\$31.74	
3	\$29.25	\$29.84	
2	\$27.02	\$27.56	
1	\$25.63	\$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 06/01/2020 hourly rate of \$36.39

From 01/09/2020 hourly rate of \$37.12

From 01/02/2021 hourly rate of \$38.25

This rate applies only to a Registered Nurse/Practice Nurse/Midwife appointed as a Co-ordinator / Lead Nurse / Nurse Team Leader or similar in a workplace employing three or more fulltime equivalent Registered Nurses/Practice Nurses/Midwives, to carry out supervision, management and co-ordination duties additional to normal registered nursing/practice nursing/midwifery duties (as defined in the relevant job description). For the purpose of this sub clause a fulltime Registered Nurse/Practice Nurse/Midwife is a Registered Nurse/Practice Nurse/Midwife who normally works not less than 35 hours per week.

This rate only applies where an employee is formally appointed in writing, by the employer, to the position.

Note: This rate was introduced to the 2018 collective agreement and **replaces** the previous supplementary payment paid to employees appointed as coordinators. An employee appointed as a coordinator prior to the commencement of this agreement, who received an hourly rate plus a supplementary payment, shall instead receive an hourly rate, which shall either be this hourly rate, or the total of their former hourly rate and former supplementary payment, whichever is the higher.

9.1.5 **All inclusive salary**

Where the employer and employee have agreed on an all inclusive salary, the salary is set to include compensation for agreed quantities of normal hours of work, overtime, hours to which penal rates apply, call backs and on-call duty, as applicable, and this should be specified in the letter of offer of employment.

9.2 **Progression**

Progression through all steps in each scale shall be by automatic increment on an employee's anniversary date. Provided that an employee who ordinarily works 15 hours a week or less shall be entitled to advance to the next wages step only after two years of service to the employer.

9.3 **Operation of Salary Scales**

9.3.1 The salary scales above shall be applied to the respective groups of employees.

9.3.2 On appointment, the employer shall place employees on the appropriate step of the relevant scale, recognising the following factors:

- (i) previous relevant nursing/midwifery post registration experience;
- (ii) other relevant work and life experience;
- (iii) the degree of difficulty in recruiting for specific skills and/or experience required for the position.

9.4 **Overtime**

9.4.1 Overtime is time worked in excess of seven and a half hours per day or eight hours per day or the rostered duty whichever is greater, or 75 hours or 80 hours per two week period, or 37.5 hours or 40 hours per week. Time that the employee is absent from work due to sick leave, annual leave, bereavement, or other paid or unpaid leave, or due to attendance at professional development, is not counted as time worked for the purposes of calculation of overtime.

9.4.2 **Part time employees:** Should a part time employee be required to work beyond the end of a full time shift for less than 30 minutes further, the employee shall be paid at their ordinary hourly rate. Should a part time employee be required to work beyond the end of a full time shift for 30 minutes or more, all of the additional time beyond the end of the fulltime shift is paid at one and a half times (T1.5) the hourly rate of pay.

An employee working more than their usual hours of work on a weekly basis, but less than the fulltime ordinary hours as specified under Clause 7, is entitled to payment for the extra hours at their ordinary time rate (T1).

- 9.4.3 All overtime worked must be authorised by the employer prior to being undertaken.
- 9.4.4 Overtime shall be paid at one and one half times (T1.5) the hourly rate of pay.
- 9.4.5 In lieu of payment for overtime the employer and employee may jointly agree for the employee to take equivalent (i.e. one hour overtime worked for one hour ordinary time off) paid time off work at a mutually convenient time.
- 9.4.6 Where the employer and employee have agreed on an all inclusive salary, specified additional time is deemed to be compensated in the all inclusive salary. Where the employee has worked additional hours in excess of the amount specified in the letter of offer of employment, the employee shall be entitled to take equivalent (i.e. 1 hour overtime worked for 1 hour ordinary time off) paid time off work at a mutually convenient time.
- 9.4.7 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

9.5 **Penal Rates**

- 9.5.1 Weekend rate - applies to ordinary time (other than overtime) worked after 1pm Saturday until midnight Sunday/Monday shall be paid at time one half (T0.5) in addition to the ordinary hourly rate of pay.
- 9.5.2 Saturday rate - applies to ordinary time (other than overtime) worked after 6am Saturday until 1pm Saturday shall be paid at quarter time (T0.25) in addition to the ordinary hourly rate of pay.
- 9.5.3 Public Holiday rate – applies to those hours which are worked on the public holiday. This shall be paid at time one half (T0.5) in addition to the ordinary hourly rate of pay. This payment should not be in addition to the provisions of clause 14.3. (See clause 14.3 for further clarification.)
- 9.5.4 Night rate – applies to ordinary hours of duty (other than overtime) that fall between 8pm and 6 am from midnight Sunday/Monday to 6am Saturday and shall be paid at quarter time (T0.25) in addition to the ordinary hourly rate of pay.
- 9.5.5 Overtime and weekend/Saturday/public holiday or night rates shall not be paid in respect of the same hours, the higher rate will apply.
- 9.5.6 Where the employer and employee have agreed on an all inclusive salary, penal rates are deemed to be compensated in the all inclusive salary. Where the employee has worked hours to which penal rates apply in excess of the amount specified in the letter of offer of employment, the employee shall be entitled to take equivalent (i.e. 1 hour penal time worked for 1 hour ordinary time off) paid time off work at a mutually convenient time.
- 9.5.7 No existing employee who was employed immediately prior to the commencement of this agreement, and was receiving payment for hours where penal rates applied, shall take a drop in absolute total dollars per hour for the same hours worked on a shift by shift analysis as a result of clauses 9.5.1 to 9.5.5 above.

10. Call Backs

- 10.1 A call back only occurs where an employee who is on call is required to return to work. A call back does not include the situation where an employee who is not on call is asked to work and can choose to accept or decline the additional work.
- 10.2 **Rate:** Call-back is considered overtime and will be paid at the rates specified in clause 9.4, but penal rates will not apply.
- 10.3 **Minimum Payment:** An employee shall be paid for a minimum of two hours, or for actual working and travelling time, whichever is greater, when the employee:
- (i) is called back to work after completing the day's work or duty, and having left the place of employment; or
 - (ii) is called back before the normal time of starting work and does not continue working until such normal starting time;

Where an employee has a second call-back which is commenced and completed within two hours of the commencement of the first call-back, only one call-back shall be paid. Where a second call-back is commenced within two hours of the first call-back, but is not concluded within the two hour period, the employee shall be paid continuously from the commencement of the first call-back to the conclusion of the second call-back.

- 10.4 Where an employee is "on-call" the allowance set out in Clause 11 below will be paid.
- 10.5 In lieu of payment for call back the employer and employee may jointly agree for the employee to take equivalent (i.e. one hour overtime worked for one hour ordinary time off) paid time off work at a mutually convenient time.
- 10.6 Where the employer and employee have agreed on an all inclusive salary, specified call-back time is deemed to be compensated in the all inclusive salary. Where the employee has worked call back hours in excess of the amount specified in the letter of offer of employment, the employee shall be entitled to take equivalent (i.e. 1 hour overtime worked for 1 hour ordinary time off) paid time off work at a mutually convenient time.
- 10.7 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

11. Allowances

For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

11.1 On Call

- 11.1.1 There are times when the employees covered by this agreement are required to be on call to provide cover so that primary health services are able to be provided. In the interests of healthy rostering practices, the parties agree that the allocation of on-call time shall be spread as evenly as practicable amongst those required

to participate in an on-call roster taking into account employer and employee needs.

- 11.1.2 Each employee shall be entitled to the on-call allowance of \$6.00 per hour during which she/he is required to be on-call during what would otherwise be off-duty time.
- 11.1.3 The on call allowance is payable for all hours the employee is rostered on call including time covering an actual call out.
- 11.1.4 Unless by mutual agreement or in emergencies, no employee shall be required to remain on call for more than 40% of the employee's off-duty time in any three-weekly period.
- 11.1.5 Where the employer and employee agree to an all inclusive salary, on call allowance will not apply. Where the employee is required to be on call in excess of the amount specified in the letter of offer of employment, the employee shall be entitled to take time in lieu equivalent in value of the allowances specified in clause 11.1.2.
- 11.1.6 If an employee is on-call they should be sober and drug free, available for work, and with their cell phone or pager switched on, have access to transport, and be in the area or within an agreed time period to commute in.

12. Professional/Educational Development

The employer and employee are committed to staff education and development. Employees will be actively encouraged to attend educational courses relevant to their professional/educational development and of benefit to the employer.

- 12.1 The employer shall grant professional/educational development leave of up to 40 hours per calendar year for full time employees (pro rated to no less than 8 hours per calendar year for part time employees). This leave is to enable employees to prepare a portfolio, complete qualifications, and to attend training relevant to their professional/educational development and relevant to the employer. Prior approval of the employer must be obtained. The approval of the employer shall not be unreasonably withheld.
- 12.2 An employee may take leave on pay to attend National Meetings or Seminars of Section Groups and/or Colleges of the NZNO. This leave may be charged against the professional/educational development leave as specified in subclause 12.1. Prior approval of the employer must be obtained. The approval of the employer shall not be unreasonably withheld.
- 12.3 All of the employee's normal working hours absent from the practice for professional/educational development including travel time will be a claim against the hours as specified in subclause 12.1.
- 12.4 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.
- 12.5 Paid meetings to meet organisational and service requirements not otherwise addressed in this clause (including staff meetings and training not related to the employee's occupation) shall be granted in addition to the above provisions.

- 12.6 Professional/educational development leave will be granted at T1 rate and shall not accumulate from one year to the next.
- 12.7 Where an employer requires an employee to attend professional/educational development, whether the employee is scheduled to work or not for the time of the leave, the employee shall be granted paid leave as per sub clauses 12.1, 12.3 and 12.6.
- 12.8 Only permanent employees, or fixed term employees who have a contract for six months or more, receive professional development leave. In the case of fixed term employees, this is prorated for the proportion of the year that the employee is employed for (for example, a nine month fixed term full time employment provides an entitlement of up to 30 hours during the period of fixed term employment). Fixed term employees who have a contract for less than six months do not have an entitlement to professional development leave, unless the employer has specifically agreed to provide this. Casual employees do not have an entitlement to professional development leave.
- 12.9 **Professional Development and Recognition Programmes – Practice Nurses/Registered Nurses/Midwives/Enrolled Nurses**

Where an employer has agreed in writing to a Nursing Council of New Zealand accredited programme the following shall apply:

In recognition of the importance of increasing the number of expert and proficient nurses an employee who reaches the following levels will receive an allowance as long as the employee maintains that level of practice. All levels of practice shall be added to the base rate of pay and be payable on all hours worked, and shall attract penal rates and overtime.

The rates of these allowances are as follows:

RN/MW Expert	\$2.16 per hour
RN/MW Proficient	\$1.20 per hour

EN Accomplished	\$2.16 per hour
EN Proficient	\$1.20 per hour

Note: only one PDRP allowance shall apply.

12.10 Merit Level Payments

12.10.1 **Registered Nurse/Practice Nurse/Midwife/Coordinator/Lead Nurse/Nurse Team Leader or similar Merit**

Where a Registered Nurse/Practice Nurse/Midwife/Coordinator/Lead Nurse/Nurse Team Leader or similar performs tasks substantially outside the basic job description or performs at a consistently high level, the employee shall be entitled to an additional payment above their ordinary hourly rate.

The merit levels will be remunerated at the following rates:

Merit Level 1 \$1.00

Merit Level 2 \$1.20

Each merit level can be awarded individually, with it not being necessary to attain merit level 1 prior to attaining merit level 2. The merit levels shall be summated for those Registered Nurses/Practice Nurses/Midwives/Coordinators/Lead Nurses/Nurse Team Leaders or similar that meet the required criteria in both of the merit levels.

Awarding of merit shall include, but is not restricted to, the following responsibilities.

12.10.1.1 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.

12.10.1.2 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.

12.10.2 Enrolled Nurse Merit

Where an Enrolled Nurse performs tasks substantially outside the basic job description or performs at a consistently high level, the employee shall be eligible for an additional payment above their ordinary hourly rate.

The merit levels will be remunerated at the following rates:

Merit Level 1 \$1.00
Merit Level 2 \$1.10

Each merit level can be awarded individually, with it not being necessary to attain merit level 1 prior to attaining merit level 2. The merit levels shall be summated for those Enrolled Nurses that meet the required criteria in both of the merit levels.

Awarding of merit may include, but is not restricted to, the following responsibilities.

12.10.2.1 Merit Level 1 for Enrolled Nurse

1. Exemplary performance of routine enrolled nurse duties
2. Additional responsibilities e.g. IT
3. Clinical supervision and/or mentoring of staff
4. Utilising relevant second language skills

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

12.10.2.2 Merit Level 2 for Enrolled Nurse

1. Significant additional workplace income generation through charging for services, or significantly contributing to the securing of additional contracts
2. Consistently high involvement in administration
3. Undertaking the responsibilities of the Health and Safety Officer for the practice.

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

12.10.3 Medical Receptionist / Administration Staff Merit

Where a Medical Receptionist/Administration staff member performs tasks substantially outside the basic job description or performs at a consistently high level, they should be entitled to an additional payment above their ordinary hourly rate.

The merit levels will be remunerated at the following rates:

Merit Level 1 \$1.35

Merit Level 2 \$1.35

Each merit level can be awarded individually, with it not being necessary to attain merit level 1 prior to attaining merit level 2. The merit levels shall be summated for those medical receptionist/administration staff that meet the required criteria in both of the merit levels.

Awarding of merit may include, but is not restricted to, the following responsibilities:

12.10.3.1 Merit Level 1 for Medical Receptionist / Administration Staff

1. Exemplary performance of routine medical receptionist /administration duties
2. Financial Management including at least four of the bulleted items below:
 - Electronic transfer of GMS/ACC/Immunisation/Maternity Claims
 - PHO funding – import/export of data
 - Participate in wage processing
 - Management of debt collection
 - Payment of creditors
 - Cashbook
 - GMS/ACC/Insurance reconciliation
 - Locum payments
3. Responsibility for rostering and staff cover
4. Utilising relevant second language skills
5. Supervision and/or mentoring of staff
6. Advanced technical medical typing where it is a significant part of the employee's role

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

12.10.3.2 **Merit Level 2 for Medical Receptionist / Administration Staff**

1. Consistently high involvement in administration roles such as: procurement/purchasing, IT management, staff/office management
2. Relief of Practice Manager
3. Undertaking the responsibilities of the Health and Safety Officer for the practice

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

12.10.4 Merit Level Review

Payment at a merit level shall continue while the employee continues to demonstrate both the skills and the application of the criteria.

Where the employer considers that an employee may no longer qualify for a merit payment, the employer will advise the employee in writing of this. This advice shall include the employer's reasons for reviewing the payment and specify the criteria deficits identified by the employer.

The employee is entitled to seek advice from NZNO and to be represented if the employee so wishes.

Where there is agreement the employee is no longer demonstrating the application of the criteria or has not retained their skills, the payment of the merit level shall cease.

If the employee requests time to meet the criteria, the employee and employer will discuss goals, objectives and time frames with a view to allowing the employee to meet the criteria within a reasonable time frame. The employer and employee will meet at the end of the specified time frame to determine whether the employee has met the required criteria. If the employee is still not meeting the criteria, the merit payment shall cease to be paid.

12.11 Merit and PRDP Payments

In respect of clauses 12.9 and 12.10, an employee shall not be entitled to receive both PDRP and Merit payments, only one shall apply.

12.12 Merit Step and PDRP Process

Merit steps shall be requested by the employee (in writing if requested) detailing evidence of such. The employer shall respond to the request (in writing if requested) indicating either agreement or the reasons for declining the request.

Applications from employees for merit or PDRP will be responded to by the employer within four weeks of the date of application and where merit or PDRP is agreed, the relevant allowance will be backdated to the date of application.

13. Reimbursing Payments

13.1 Annual Practising Certificate

Where an employee is required by law to hold an annual practising certificate, the employer shall contribute \$110.00 towards the cost of the certificate, provided that:

- 13.1.1 It must be a statutory requirement that a current certificate be held for the performance of duties.
- 13.1.2 The employee must be engaged in duties for which the holding of a certificate is a requirement.
- 13.1.3 Where the employee works for more than one employer, the employer shall pay a portion of the cost pro-rated to the number of employers, up to a maximum of \$110.00.
- 13.1.4 The Employer will only contribute to one APC unless there are operational requirements for an employee to maintain more than one APC.
- 13.1.5 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

13.2 Travelling Expenses and Incidentals

- 13.2.1 When travelling on employer business, the employee will be reimbursed for authorised costs on an actual and reasonable basis on presentation of receipts.
 - 13.2.2 Employees who are instructed to use their motor vehicles on employer business shall be reimbursed in accordance with the IRD mileage rates as promulgated from time to time. The current IRD rate can be found on the IRD website www.ird.govt.nz/business-income-tax/expenses/mileage-rates/. Mileage above 5000km per annum is based on actual costs.
- 13.3 **General:** In circumstances not addressed by this clause, any authorised actual and reasonable expenses incurred on behalf of the employer shall be reimbursed in accordance with individual employer policies.

14. Public Holidays

14.1 The following days shall be observed as public holidays:

- New Year's Day
- 2 January
- Waitangi Day
- Good Friday
- Easter Monday
- ANZAC Day
- Sovereign's Birthday
- Labour Day
- Christmas Day

Boxing Day
Anniversary Day (as observed in the locality concerned).

- 14.2 In order to maintain services to clients, the employer may require an employee to work on a public holiday when the public holiday falls on a day which, but for it being a public holiday, would otherwise be a working day for the employee.
- 14.3 When employees work on a public holiday they will be paid at time and a half the ordinary time hourly rate of pay (T1.5) for each hour worked. The employee shall also be granted an alternative holiday, if the day would otherwise be a working day for the employee. Such alternative holiday shall be taken and paid as specified in the Holidays Act 2003. This payment shall not be in addition to provisions in clause 9.5.3.
- 14.4 An employee who is on call on a public holiday as provided above, but is not called in to work, shall be granted an alternative holiday. In the case of a public holiday which is recognised on either a weekend day or a week day depending on the days the employee works, refer to the Holidays Act to identify whether the day in question constitutes a public holiday for that employee. Only one day is recognised for each public holiday.
- 14.5 Those employees who work a night shift which straddles a public holiday, shall be paid at public holiday rates for those hours which occur on the public holiday and the applicable rates for the remainder of the shift. The alternative holiday shall apply in respect to the day in which the majority of hours are worked.
- 14.6 Part time employees – Where a part-time employee's days of work are fixed, the employee shall only be entitled to public holiday provisions if the day would otherwise be a working day for that employee. Where a part-time employee's days are not fixed, the employee shall be entitled to public holiday provisions if they worked on the day of the week that the public holiday falls more than 40% of the time over the last three months. Payment will be relevant daily pay.
- 14.7 When a public holiday falls during a period of annual leave, sick leave on pay or special leave on pay, an employee is entitled to that holiday which is not debited against such leave.
- 14.8 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

15. Annual Leave

The parties to this agreement support the principle that it is conducive to a healthy work life balance to take four weeks annual leave per year.

- 15.1 Employees, other than casuals, shall be entitled to 4 weeks annual leave, taken and paid in accordance with the Holidays Act 2003 and subject to the other provisions of this clause, except that on completion of six years recognised current continuous service with the same employer the employee shall be entitled to 5 weeks annual leave instead of 4.
- 15.1.1 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

15.1.2 Casual employees shall be paid 8% of gross taxable earnings in lieu of annual leave to be added to the salary paid for each engagement.

15.2 **Conditions**

15.2.1 Annual leave may be granted in one or more periods. In accordance with the Holidays Act 2003, the employee shall be given the opportunity to take two weeks leave at one time.

15.2.2 Annual leave is able to be accrued to a maximum of two years entitlement.

15.2.3 Annual leave shall be taken to fit in with service/work requirements and the employee's need for rest and recreation.

15.2.4 When an employee ceases duty, wages shall be paid for accrued annual leave, and the last day of employment shall be the last day worked.

15.2.5 Part time employees shall be entitled to annual leave on a pro rata basis.

15.2.6 An employee may anticipate up to one year's annual leave entitlement at the discretion of the employer.

15.3 The Holidays Act provides that one week of the employee's statutory annual leave may be "cashed up" in certain circumstances. The provisions of the Act, including the fact that the request must come from the employee, and the employer's right to decline a request or to have a policy precluding cashing up, apply.

16. **Sick Leave**

The following Sick Leave provisions shall apply

16.1 After three months continuous employment a full time employee shall be entitled to ten (10) working days paid sick leave for the subsequent twelve months of employment, and an additional ten (10) working days for each subsequent twelve month period. The entitlement shall be pro-rated for part time employees except that a part-time employee shall receive no fewer than five (5) working days paid sick leave for the subsequent twelve months of employment and a minimum of five (5) additional working days for each subsequent twelve month period.

16.1.1 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

16.2 A medical certificate may be required to support the employee's claim for sick leave. If a medical certificate is required for an absence of less than three calendar days, then the employer shall meet the cost of that certificate.

16.3 The provisions of this clause are inclusive of the sick leave provisions of the Holidays Act 2003.

16.4 The employee can accumulate their sick leave entitlement up to a maximum of 30 days.

Any entitlement accrued prior to commencement of this agreement in excess of 30 days shall be retained but will not be increased until the balance falls below 30 days.

- 16.5 At the employer's discretion an employee may be granted anticipated sick leave. Any leave taken in advance and still remaining outside the entitlement will be paid to the employer. Where an employee's employment is terminated by either party prior to becoming entitled to anticipated sick leave the employer may deduct monies due from the final pay.
- 16.6 Sick leave may be utilised where the employee requires surgery or has an appointment for health services. As much notice shall be given by the employee as is practicable. The minimum period of sick leave that can be taken is one quarter of a day.
- 16.7 **Domestic Leave** The employer shall grant an employee leave on pay as a charge against sick leave entitlement when the employee must attend a sick dependent of the employee. This person would, in most cases, be the employee's child, spouse/partner or other dependent family member.
- 16.7.1 Approval is not to be given for absences during or in connection with the birth of an employee's child. Annual leave or parental leave should cover such a situation.
- 16.7.2 At the employer's discretion, an employee may be granted leave without pay, where the employee requires time away from work to look after a seriously ill member of the employee's family.
- 16.7.3 The production of a medical certificate or other evidence of illness may be required.

17. Bereavement Leave

- 17.1 An employee shall be entitled to a maximum of three days leave without loss of pay on each occasion of the death of the employee's spouse/partner, father, mother, brother, sister, child, grandparent, parents-in-law, grandchild, stepchildren, stepparents, stepsister, stepbrother or any other close family/whanau/person in respect of whom the employer agrees that bereavement/tangihanga leave may be taken.
- 17.2 An employee shall be entitled to one day's leave without loss of pay on each occasion of the death of any other person, providing that the employer accepts that the employee has suffered a bereavement, taking into account the relevant factors set out in section 69(3) of the Holidays Act 2003.
- 17.3 If bereavement occurs while an employee is absent on annual leave, sick leave on pay or any other special leave on pay, such leave may be interrupted and bereavement leave granted in terms of clause 17.1 above. This provision will not apply if the employee is on leave without pay.
- 17.4 In relation to tangihanga and clauses 17.1 and 17.2 above, the employer shall consider these provisions in a culturally appropriate manner. The granting of time off and for how long shall be at the discretion of the employer.

- 17.5 The employer agrees that on application, it may be appropriate, to grant leave without pay in order to accommodate various special bereavement needs not recognised in clauses 17.1 and 17.2 above.
- 17.6 The provisions of this clause are inclusive of the bereavement leave provisions of the Holidays Act 2003

18. Parental Leave

- 18.1 The provisions of the Parental Leave and Employment Protection Act 1987 will apply.

19. Jury Service/Witness Leave

- 19.1 Employees called on for jury service are required to serve. Where the need is urgent, the employer may apply for postponement because of particular work needs, but this may be done only in exceptional circumstances.
- 19.2 An employee called for jury service shall advise the employer as soon as practicable.
- 19.3 Where the employee is required to serve on a jury and the option of making application for exemption is not exercised, the employee shall be granted paid jury service leave of up to a maximum of 5 days. Any additional days beyond the first 5 days leave can be taken as annual leave or leave without pay.
- 19.4 While the employee is receiving paid jury service leave, the employee upon receipt of payment from the court for jury service shall pass this payment onto the employer but may retain expenses. Where annual leave or leave without pay is granted, or where work attendance is not affected by the jury service, the employee may retain the juror's fees and expenses paid.

Where the employee is paid by the court via direct credit, the employee may provide evidence of the payment received for jury service to the employer so that the employer can deduct this amount from the employee's pay rather than the employee having to pay the employer.

If the employee fails to reimburse the employer the juror's fees received and fails to provide the evidence as to the court payment to authorise a deduction for the fees paid by the court, the employer shall be entitled to deduct the payment the employer made to the employee for the jury service attendance from wages due to the employee and the employee shall not be entitled to any payment from the employer for the time spent on jury service.

- 19.5 Any time during normal working hours when the employee is not required by the Court, the employee is to report back to work where this is reasonable and practicable.
- 19.6 Where an employee is required to be a witness in a matter arising out of their current employment, they shall be granted paid leave at the relevant daily pay. The employee is to pay any fee received to the employer but may retain expenses.

20. Long Service Leave

20.1 A full time or part time employee shall be entitled to special holidays as follows:

- (i) One special holiday of two weeks after the completion of 15 years and before the completion of 25 years of continuous service with the same employer.
- (ii) One special holiday of three weeks after the completion of 25 years and before the completion of 35 years of continuous service with the same employer.
- (iii) One special holiday of four weeks after completion of 35 years and before the completion of 40 years of continuous service with the same employer.
- (iv) One special holiday of five weeks after the completion of 40 years continuous service with the same employer.

Such special holidays must be taken within the respective periods specified above and shall be forfeited unless taken within these periods.

20.2 All special holidays provided for in clause 20.1 should be at the same basis of average earnings as applies to Annual leave and may be taken in one or more periods and at such time or times as may be agreed by the employer and the employee.

20.3 If an employee who has become entitled to a special holiday as above, leaves the employment before the holiday has been taken, payment for the holiday shall be made.

20.4 For those employees where superior entitlements exist, such entitlements shall be retained by the individuals concerned.

21. Leave Without Pay

21.1 Leave without pay may be taken by mutual agreement between the employee and employer.

22. 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.

23. NZNO Meetings

- 23.1 Union members shall, in each calendar year, be entitled to at least two union meetings (each of a maximum of 2 hours duration) without loss of ordinary pay, provided that each of the following conditions is fulfilled:
- 23.1.1 At least 14 days' notice of the meetings shall be given.
 - 23.1.2 Work shall resume as soon as practicable after the finish of the meeting. The employer shall not be obliged to pay any union member for a period greater than two hours in respect of any union meeting.
- 23.2 Only union members who actually attend a union meeting during their working hours shall be entitled to pay in respect of that meeting and to that end the union shall supply the employer with a list of members who attended and shall advise the employer of the time the meeting finished.
- 23.3 The union shall make such arrangements with the employer as may be necessary to ensure that the employer's business is maintained during any union meeting, including, where appropriate, an arrangement for sufficient union members to remain available during the meeting to enable the employer's operation to continue.

NOTE: The provisions contained in this clause are inclusive of and not in addition to the provisions of section 26 of the Employment Relations Act 2000.

24. NZNO Right of Entry

- 24.1 The authorised union representative shall be entitled at all reasonable times to be upon the premises for purposes related to the employment of its members and/or the union's business.
- 24.2 A representative of a union exercising the right to enter a workplace must, at the time of the initial entry and, if requested by the employer or a representative of the employer or by a person in control of the workplace, at any time after entering the workplace,—
- 24.2.1 give the purpose of the entry; and
 - 24.2.2 produce—
 - (i) evidence of his or her identity; and
 - (ii) evidence of his or her authority to represent the union concerned.
- 24.3 If a representative of a union exercises the right to enter a workplace and is unable, despite reasonable efforts, to find the employer or a representative of the employer or

the person in control of the workplace, the representative must leave in a prominent place in the workplace a written statement of—

- 24.3.1 the identity of the person who entered the premises; and
 - 24.3.2 the union the person is a representative of; and
 - 24.3.3 the date and time of entry; and
 - 24.3.4 the purpose or purposes of the entry.
- 24.4 Nothing in clauses 23.1 to 23.3 allows an employer to unreasonably deny a representative of a union access to a workplace.
- 24.5 The provisions of the Employment Relations Act 2000 shall apply where any provision or entitlement is not provided for as above.

25. NZNO Delegates

- 25.1 The employer shall recognise the delegate(s) who are elected by the employees and endorsed by the union as the representatives of the union.
- 25.2 Delegates shall endeavour to involve management at an early stage in the case of problems or disputes brought to the delegate's attention which need to be resolved.
- 25.3 It is recognised delegates have the ability to seek advice from NZNO prior to involving management.

26. Employment Relations Education Leave

- 26.1 The Employer shall grant leave on pay for employees party to this MECA to attend courses authorised by NZNO to facilitate the employee's education and training as employee representatives in the workplace.

FTE eligible employees as at 1 March each year	Maximum number of days of employment relations education leave that we are entitled to allocate as a union
1 – 5	3
6 – 50	5
51 – 280	1 day for every 8 FTE eligible employees or part of that number
281 or more	35 days plus 5 days for every 100 FTE eligible employees or part of that number that exceeds 280

- 26.2 For the purposes of this clause, calculating the number of full-time equivalent eligible employees employed by an employer –
- 25.2.1 an eligible employee who normally works 30 hours or more during a week is to be counted as 1;

- 25.2.2 an eligible employee who normally works less than 30 hours during a week is to be counted as one-half.
- 26.3 The NZNO shall send a copy of the programme for the course and the name of employees attending at least 14 consecutive days prior to the course commencing.
- 26.4 The granting of such leave shall not be unreasonably withheld taking into account continuing service needs.
- 26.5 The provision of Part 7 of the Employment Relations Act 2000 shall apply where any provision or entitlement is not provided for, or is greater than specified above.

27. Superannuation

- 27.1 The provisions of the Kiwisaver Act 2006 and its amendments shall apply. These provisions can be found at www.kiwisaver.govt.nz.

28. Consultation and Management of Change

28.1 Management of Change

- 28.1.1 Consultation between the employer, its employees and the union is essential on substantive matters of mutual concern and interest. Effective communication between the parties will allow for:
- (a) improved decision making
 - (b) greater cooperation between employer and employees; and
 - (c) a more harmonious, effective, efficient, safe and productive workplace.
- The employer recognises the role of the employee's staff delegate and the NZNO in assisting in the positive management of change.
- 28.1.2 Prior to the commencement of any significant change to staffing, structure or work practices, the employer will identify and give reasonable notice to employees who may be affected and to the NZNO to allow them to participate in the consultative process so as to allow substantive input.
- 28.1.3 Where an employer receives an indication of potential significant changes, they undertake to advise staff and the NZNO as soon as practicable of the possibility of these changes.
- 28.1.4 Where changes are deemed commercially sensitive to the employer, NZNO and the employees involved in the management of such change, shall meet with the employer and endeavour to reach agreement on any necessary and appropriate confidentiality.

28.2 Consultation

- 28.2.1 Consultation involves the statement of a proposal not yet finally decided upon, listening to what others have to say, considering their responses and then

deciding what will be done. Consultation clearly requires more than prior notification.

- 28.2.2 The requirement for consultation should not be treated perfunctorily or as a mere formality. The person(s) to be consulted must be given sufficient opportunity to express their view or to point to difficulties or problems.
- 28.2.3 If changes are proposed and such changes need to be preceded by consultation, the changes must not be made until after the necessary consultation has taken place. Both parties should keep open minds during consultation and be ready to change. Sufficiently precise information must be given to enable the person(s) being consulted to state a view, together with a reasonable opportunity to do so – either orally or in writing.
- 28.2.4 Consultation requires neither agreement nor consensus, but the parties accept that consensus is a desirable outcome.
- 28.2.5 The consultation process will give employees affected, or likely to be affected, by any significant change to staffing, structures or work practise, and the NZNO organiser/delegate, the opportunity to put forward their views on any proposals or options developed for change prior to any final decision being made.
- 28.2.6 The process will generally include, but not necessarily be confined to the following:
- (a) Management will meet with employees likely to be affected and the NZNO organiser/delegate to outline the possibility of change, looking at the current situation and the future, given the factors that could give rise for the change.
 - (b) Management will develop a plan or proposal specifying possible implications in relation to staffing changes.
 - (c) The plan or proposal will be circulated to employees likely to be affected and the NZNO organiser/delegate, with a request for feedback within a reasonable and specified timeframe. Alternative proposals or options should demonstrate that the objectives could be met. Management will meet with employees and the NZNO organiser/delegate for clarification of issues arising from the plan or proposal.
 - (d) Once feedback has been considered, management will make the final decision, and work with the NZNO organiser/delegate to finalise the implementation plan.
 - (e) It is agreed that consideration will be given and maintained in the employer's basic rights and obligations to operate the business in an efficient, businesslike, safe and professional manner.

29. Redundancy

- 29.1 For the purpose of this agreement, redundancy is defined as a condition in which the employer has staff surplus to requirements because of reorganisation or the closing down of all or part of the employer's operation.
- 29.2 The employer shall provide four weeks written notice of an impending redundancy to the affected employees and shall endeavour to redeploy affected employees. The employer may elect to pay in lieu of all or part of the notice period

- 29.3 During the period of notice, the employee shall be entitled to reasonable time off to attend interviews, seek alternative employment and to undertake counselling, by agreement with the employer, without loss of pay.
- 29.4 The employee made redundant shall be provided with a Certificate of Service stating that employment was terminated as a result of redundancy.
- 29.5 Except as otherwise provided in this clause, in the event that a permanent employee is declared redundant by the employer then the employer shall either:
- 29.5.1 pay redundancy compensation of:
- (i) compensation for the first year of service or part thereof of 4 weeks salary (at the employees ordinary rate of salary at the date of termination without overtime or allowances) and
 - (ii) compensation for each subsequent year of service or part thereof of 2 weeks salary (at the employees ordinary rate of salary at the date of termination without overtime or allowances;
 - (iii) with the proviso that the redundancy compensation so calculated shall not exceed 14 weeks salary; or
- 29.5.2 an employer may arrange for the employee to be made a suitable alternative offer of employment by another employer, and where this is acceptable to the employee then no redundancy compensation shall be payable, providing that agreement by the employee shall not be unreasonably withheld; or
- 29.5.3 an employer may provide the employee with a period of notice of at least 6 months, and no redundancy compensation shall be payable.
- 29.5.4 Clause 29.1 sets out the circumstances in which redundancy compensation does and does not apply in the event of a new employer taking over the business
- 29.6 A higher settlement than that specified in sub clause 28.5.1 above is not precluded.
- 29.7 Redundancy compensation or extended notice as provided by clause 28.5 shall not apply where:
- (i) an alternative position with the employer is available on the same or substantially similar terms and conditions including location, and with duties within the employee's capabilities (some training may be required), which the employee elects not to take;
 - (ii) an employee agrees to an alternative position with the employer, whether this is a similar position or not.

30. Employee Protection Provision

- 30.1 Where the employer is contracting out, selling or transferring all or part of the business, including the part of the business where the employee is employed, the following provisions will apply:
- 30.1.1 The employer shall endeavour to consult the employee about any proposal to sell all or part of the business or to contract out or transfer work before a final decision is made.

- 30.1.2 If the employer decides to proceed with the proposed restructure, it will negotiate with the new contractor/service provider with a view to endeavouring to have the new employer offer the employee employment on the same or substantially similar terms and conditions including location, and recognising service as continuous. The employee will be advised of timeframes for such negotiation and/or for the acceptance of any offer of employment and/or of any application process, in a timely manner.
- 30.1.3 The employee is entitled to choose whether or not to accept employment with the contractor/service provider. In the event that the contractor/service provider offers the employee employment in terms of 29.1.2 above, no redundancy situation will arise, and the employee will not be entitled to receive redundancy compensation or additional notice as specified in 28.5 above, whether or not the employee chooses to accept the offer of employment. The employee will be entitled to notice of termination with the employer as specified in this clause.
- 30.1.4 In the event that the contractor/service provider is not prepared to offer the employee employment in terms of 29.1.2 above, the employee will be entitled to notice of termination as specified in clause 38.1 and will remain entitled to the provisions of 28.5.
- 30.2 The provisions contained in this clause shall not apply where the employer is in receivership or in liquidation.

31. Confidentiality

- 31.1 As part of their normal duties, the employees will have access to confidential information concerning the employer and clients. This information may include, but is not limited to, business information, trade secrets, transaction details, business, employee or client records, and other confidential information relating to the employer, employees or clients.
- 31.2 Under no circumstances will an employee make use of, divulge or communicate confidential information to any person either during the term of this agreement or at any time after the termination of this agreement.
- 31.3 This shall not prevent registered health practitioners from making appropriate ethical/professional disclosures regarding individual patient clinical status and associated legal issues, in accordance with the provisions of the Privacy Act 1993. The registered health practitioner will notify the employer of such disclosures.

32. Policies and Procedures

- 32.1 All employees covered by the Agreement shall comply with the employer's policies and procedures in force from time to time, to the extent that such policies and procedures are not inconsistent with the terms and conditions of this Agreement.
- 32.2 The employee will be consulted regarding any additions/amendments to those policies and procedures, where such additions/amendments have a material effect on employees' conditions of employment.

32.3 Vulnerable Children Act 2014

Where employers are required under the Vulnerable Children's Act 2014 to safety check employees who will have contact with children, the parties agree that all employees covered by this agreement may be required to undergo such checks as prescribed by Regulation. This may include both vetting and screening processes. An employee who refuses to participate in the required safety checks or who does not pass such required screening may have their employment terminated.

33. Safe Staffing and Healthy Workplaces

33.1 The employer parties to this collective agreement are committed to providing safe staffing and a healthy workplace to their employees.

34. Whanau/Family Friendly Policies

34.1 Employers and employees recognise the value of whanau/family and will endeavour to promote whanau/family friendly policies.

35. Health and Safety

35.1 The employer shall comply with the provisions of the Health and Safety at Work Act 2015 and subsequent amendments concerning safety, health and welfare matters. The parties to this agreement agree that employees should be adequately protected from any safety and health hazard arising in the workplace. All reasonable precautions for the health and safety of employees shall be taken.

35.2 It shall be the responsibility of the employer to ensure that the workplace meets required standards and that adequate and sufficient safety equipment is provided.

35.3 It shall be the responsibility of every employee covered by this agreement to work safely and to report any hazards, accidents or injuries as soon as practicable to their supervisor.

35.4 It is a condition of employment that safety equipment and clothing required by the employer is to be worn or used by the employee and that safe working practices must be observed at all times.

35.5 Attention is also drawn to the employer's policies and procedures on health and safety.

35.6 Where there is an Employee Participation Agreement in place, the employer recognises that to fulfil their function health and safety delegates require adequate training, paid time and facilities.

36. Accidents and Injuries

36.1 Where an employee is incapacitated as a result of an accident, and that employee is on earnings related compensation, and has an entitlement to sick leave, the employer agrees to supplement the employee's compensation by 20% of base salary during the period of incapacitation. This leave shall be taken as a charge against the employee's sick leave

entitlement. This shall only be applied when the employee requests to use their sick leave for this purpose.

37. Uniforms and Protective Clothing

- 37.1 Where an employer requires an employee to wear a uniform, it shall be provided free of charge, but shall remain the property of the employer. This sub clause does not apply in the event that the employee wears their own clothing within broad requirements such as wearing of certain colours.
- 37.2 Suitable protective clothing shall be provided at the employer's expense where the duty involves a risk of excessive soiling or damage to uniforms or personal clothing or a risk of injury to the employee.
- 37.3 Damage to personal clothing – An employee shall be reasonably compensated for damage to personal clothing worn on duty, or reimbursed dry cleaning charges for excessive soiling to personal clothing worn on duty, provided the damage or soiling did not occur as a result of the employee's negligence, or failure to wear the protective clothing provided. Each case shall be determined on its merits by the employer.

38. Payment of Wages

- 38.1 Employees will be paid weekly or fortnightly in arrears by direct credit. Where errors, other than overpayment, have occurred as a result of employer action or inaction, corrective payment must be made within three working days of the error being brought to the employer's attention.
- 38.2 The employees shall complete timesheets as required by the employer. Wherever practicable any disputed items shall not be changed without first referring it to the affected employee.
- 38.3 The employer shall endeavour to direct credit payment of wages into the employee's bank account one clear banking day prior to a public holiday.
- 38.4 Where an employee has taken leave in advance of it becoming due, and the employee leaves before the entitlement has accrued, the employer will deduct the amount owing in excess of entitlement from the employee's final pay.
- 38.5 Deductions may be made from remuneration for any absence due to the default of the employee or for sickness in excess of paid sick leave entitlement or compensatable accident. Any monies owed by the employee to the employer upon termination will be deducted from the employee's final pay.
- 38.6 In the event of an overpayment of remuneration the employer and employee shall agree on reasonable repayments by deduction from wages / salary, except upon termination where any remaining overpayment may be recovered in full from any monies owed by the employer to the employee. Where agreement cannot be reached following discussion, the employer may deduct the overpayment either in full or by way of instalments provided 10 working days' notice is provided and that any single deduction will not exceed 5% of net pay.

39. Termination of Employment

39.1 Notice Period

Either party may terminate the employment agreement with four weeks written notice following correct procedure, unless otherwise agreed between the employer and employee. Agreement for a shorter notice period will not be unreasonably withheld. When the agreed notice is not given, the unexpired notice shall be paid or forfeited by the party failing to give the agreed notice.

This shall not prevent the employer from summarily dismissing any employee without notice for serious misconduct.

The employer may elect to pay in lieu of all or part of the notice period where the employer is terminating the employee's employment. Where an employee is resigning, the employer and employee may mutually agree that the employee will be paid in lieu of all or part of the notice period; this will only occur if both the employer and employee agree to it.

39.2 Abandonment of Employment

An employee absent from work for three consecutive working days without notification to the employer or without appropriate authorisation from the employer will be considered by the employer as having terminated their employment without notice, unless the employee is able to show they were unable to fulfil their obligations under this section through no fault of their own. The employer will make all reasonable efforts to contact the employee during the three days period of absence.

40. Harassment Prevention

40.1 The parties recognise that harassment in the workplace is totally unacceptable. It is the responsibility of the employee to familiarise themselves with the relevant policy on harassment and the responsibility of the employer to communicate the extent of this policy and make it accessible to all employees.

40.2 Harassment can take many forms, including sexual harassment, bullying, racial harassment, violence and other forms of intimidating behaviour.

40.3 Harassment complaints will be taken seriously and the employer undertakes to address these with sensitivity and impartiality.

41. Resolution of Employment Relations Problems

An "employment relationship problem" includes:

- (a) A personal grievance
- (b) A dispute
- (c) Any other problem relating to or arising out of the employment relationship but does not include any problem with negotiating new terms and conditions of employment.

Where an Employment Relationship Problem arises the parties will in the first instance seek to resolve it between the immediately affected parties. Further to this:

- (a) The employee is entitled to seek representation at any stage during the process. Help with an employment relations problem is available from within the work place (employee manager) or outside the workplace (Ministry of Business, Innovation and Employment 0800 20 90 20), or a union, an advocate or a lawyer.
- (b) If the matter is unresolved either party is entitled to seek mediation from the Ministry of Business, Innovation and Employment or refer the matter to the Employment Relations Authority. (Both mediation and investigation by the Authority are services available for the resolution of employment relationship problems.)

A "personal grievance" means a claim that an employee:

- (a) has been unjustifiably dismissed; or
- (b) has had his/her employment, or his/her conditions of employment, affected to his/her disadvantage by some unjustifiable action by the employer; or
- (c) has been discriminated against his/her employment; or
- (d) has been sexually harassed in his/her employment; or
- (e) has been racially harassed in his/her employment; or
- (f) has been subjected to duress in relation to union membership.

If the employment relationship problem is a personal grievance, the employee must raise the grievance with the employer within a period of 90 days beginning with the date on which the action alleged to amount to a personal grievance occurred or came to the notice of the employee, whichever is the latter.

Where any matter comes before the Authority for determination, the Authority must direct the matter to mediation in the first instance. Where mediation has failed or been deemed inappropriate in the circumstances, the Authority will then have the power to investigate the matter.

If the employment relationship problem relates to discrimination or sexual harassment, services available for the resolution of the problem include either application to the Authority for the resolution of this grievance or a complaint under the Human Rights Act 1993, but not both.

42. Deduction of Union Fees

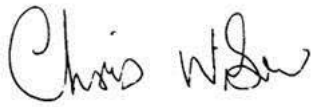
- 42.1 The Employer shall deduct employee NZNO fees from the wages/salaries of employees when authorised in writing by members, and shall remit such subscriptions to the NZNO at agreed intervals.

43. No Pass On Provision

- 43.1 The employer parties to this collective agreement agree not to pass on automatically to non-NZNO members, terms or conditions that are the same or substantially the same as those contained in this collective agreement.
This means that the employer and non-NZNO members shall individually negotiate their terms and conditions of employment.

Signed this 31st day of March 2021

Authorised Representative of the Union Party:

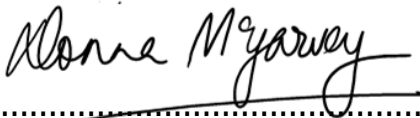


.....
Chris Wilson, New Zealand Nurses Organisation

Authorised Employer Representatives:



.....
Robyn Fell, New Zealand Medical Association Inc



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Donna McGarvey, Green Cross Health Ltd

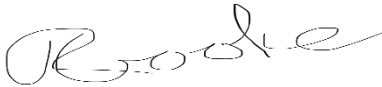


.....
DAWN TUCKER

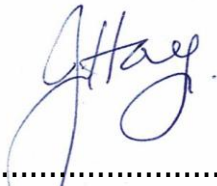
.....
Dawn Tucker, Upper Hutt Health Centre



.....
TL Care Ltd



.....
Petone Medical Centre



.....
Tauranga Healthcare Limited

APPENDIX 1

Schedule of Employer Parties To be inserted

Practice Name	Address 1	Address 2	City
169 Medical Centre	169 Russell Street		Palmerston North
Accident & Healthcare Tauranga	19 Second Avenue		Tauranga
Albany Street Medical Centre	29 Albany Street		Dunedin
Alberton Medical Practice	230 Mount Albert Road	Mount Albert	Auckland
Alexandra Family Medical	18 Limerick Street		Alexandra
Allen And Adam Medical Services	112 Don St		Invercargill
Amity Health Centre	343 Highgate	Dunedin	
Amuri Health Care Limited	40 Wilkin Street		Rotherson
Amyes Road Medical Centre	7 Amyes Road	Hornby	Christchurch
Andrew Wilson GP Ltd Trading as North End Health Centre	4 Frome Street		Oamaru
Anglesea Clinic Accident & Medical Ltd	Cnr Anglesea & Thackeray Streets		Hamilton
Anthony Smit Ltd T/A Hauraki Plains Health Centre	6 Dent St		Ngatea
Apollo Medical Ltd	119 Apollo Drive	Albany	Auckland
Aramoho Health Centre	144 Somme Parade		Whanganu
Archers Medical Centre	130 Archers Rd	Glenfield	Auckland
Aryan Medical Limited T/A Avondale Family Doctor	63 Rosebank Road	Avondale	Auckland
Aspiring Medical Centre	23 Cardrona Valley Rd	Wanaka	
Auckland Family Medical	94 Remuera Road	Remuera	Auckland
Aurora South Medical Limited	70 Macandrew Road		Dunedin
Avalon Medical Centre	840 High Street		Lower Hutt
Avondale Health Centre Limited	39 Layard Street	Avondale	Auckland
Avonhead Surgery (Drs K Davey and S Shand)	182 Withells Road		Christchurch
Balmoral Doctors	503 Dominion Road	Mt Eden	Auckland
Bank Street Medical	121 Bank Street		Whangerei
Barrington Medical Services Limited	14-18 Athelstan Street	Spreydon	Christchurch
Bayside Medical Practice Group Limited	6/17 Patterson Avenue	Mission Bay	Auckland
Beachlands Medical Ltd	129A Beachlands Rod	Beachlands	Auckland
Belfast Medical Centre	8 Richill Street	Belfast	Christchurch
Belmont Medical Centre Ltd	3 Williamson Ave	Belmont	Auckland
Bester McKay Family Doctors Ltd	106 Don Street		Invercargill
Bethlehem Family Doctor	14 Elder Lane	Bethlehem	Tauranga
Bethlehem Medical Centre Limited	16 Bethlehem Road		Bethlehem
Better Health Kaiapoi Limited T/A Kaiapoi Family Doctors	42 Charles Street		Kaipoi

Better Health Moorhouse Ltd	3 Pilgrim Place	Sydenham	Christchurch
Better Health North Canterbury Ltd T/A Amberley Medical Centre	6 Hilton Drive		Amberley
Birkenhead Medical Associates	4 Rawene Rd	Birkenhead	Auckland
BJM Helth Limited (Mahara Health)	3 Ngaio Road		Waikane
Blockhouse Bay Medical Centre	503 Blockhouse Bay Road	Blockhouse Bay	Auckland
Bluff Community Medical Trust	2 Tone Street	Bluff	
Botany Terrace Medical Centre	301F Botany Road		Howick
Bream Bay Medical Centre	PO Box 132	Ruakaka Town Centre	Ruakaka
Broadway Health Management Limited	PO BOX 256		Kaikohe
Broadway Medical Centre Dunedin Limited	2 Broadway		Dunedin
Broadway Medical Chambers Ltd	321 Broadway Avenue		Palmerston North
Brooklyn Central Heath 2005 Ltd	183 Ohiro Rd	Brooklyn	Wellington
Brooklyn Medical Centre	155 Ohiro Road	Brooklyn	Wellington
Browns Bay Medical Centre Ltd	13-15 Bute Rd	Browns Bay	Auckland
Bryce Gellately, Turner, Marfell & Walten Partnership (Civic Family Health Care)	22 Arthur Street		Blenheim
Bryndwr Medical Rooms	378 Ilam Road	Fendalton	Christchurch
Bulls Medical Centre	71 High St		Bulls
Burwood Health Ltd	401 Mairehau Road	Parklands	Christchurch
Bush Road Medical Centre Limited	6/1 Three Mile Bush Road	Kamo	Whangarei
Cambridge Medical Centre	48 Alpha Street		Cambridge
Canterbury GP Limited (Merivale Medical Practice)	236 Papanui Road	Merivale	Christchurch
Carefirst Trust Ltd	99 Tukapa St		New Plymouth
Carlyle Medical Centre	123 Carlyle Street	Napier	Hawkes Bay
Carterton Medical Centre	159-163 High St South		Carterton
Casebrook Surgery	12 Grampian Street		Christchurch
Cashmere Health Limited	91 Centaurus Road	Cashmere	Christchurch
Cashmere Medical Practice	215 Ashgrove Tce		Christchurch
Catherine Street Medical Centre	63 Catherine Street		Invercargill
Central Family Healthcare Ltd	7 Mansfield Tce		Whangarei
Central Medical (Oamaru) Ltd	19 Eden Street	PO BOX 140	Oamaru
Central Wellness Ltd	1A Traders Lane		Cromwell
Cheviot Community Health Centre 2013 Ltd	6 Robinson Street		Cheviot
Church Street Surgery Opotiki Ltd	94 Church Street		Opotiki
Churton Park Medical Care	107A Westchester Drive	Churston Park	Wellington
City Doctors Whitecross Ltd	22 Victoria Avenue		Palmerston North
City GPs Ltd	191A Willis Street	Te Aro	Wellington
City Medical Gisborne Limited	134 Derby Street		Gisborne
City Medical Ltd Napier	76 Wellesley Road		Napier
Clarence Medical Centre	129 Pembroke Street	Hamilton	
Clendon Family Health Centre	9 Robert Ross Place	Clendon	Auckland
Clevedon Medical Centre	27 Papakura-Clevedon Road	Clevedon	Auckland

Clive Medical Centre	3 Williamson Road	Clive	Hawkes Bay
Coast to Coast Health Care Ltd	220 Rodney Street		Wellsford
Coastal Medical Rooms	240 Mazengarb Rd		Paraparaumu
Coastal Medical Trust Limited T/A Oakura Medical Centre/Opunake Medical Centre	1149 Main South Road		Oakura
Commercial Street Surgery	8 Commercial Street		Kawakawa
Cook Street Health Centre	138 Cook Street	Westend	Palmerston North
Cornwall Medical Centre Limited	P O Box 24401	Royal Oak	Auckland
Crawford Medical Center Ltd	4 Picton St	Howick	Auckland
Cromwell Family Practice Ltd	3/39 Barry Ave		Cromwell
D R Ramyasiri GP Ltd	50 Queen St		Levin
Dallas Clinic			Morrinsville
Darfield Medical Centre	159 Horndon Street		Darfield
Dargaville Medical Centre	77 Awakino Road		Dargaville
De Lautour Medical	1 Turenne Street	Kaiti	Gisborne
Dee Street Medical Centre Ltd	4 Dee Street		Mount Maunganui
Delectus.com Ltd (Ashburton Health First)	308 Havelock St		Ashburton
Devon Medical Centre Ltd	283 Devon Street West		New Plymouth
Diamond Harbour Medical Centre	2A Waipapa Avenue		Diamond Harbour
Doctors at Kingsland	491A New North Rd	Kingsland	Auckland
Doctors On Cashel Limited	7 Cashel Street	Christchurch Central	Christchurch
Doctors on Riccarton	183 Riccarton Rd	Riccarton	Christchurch
Dodson Group Medical Centre	4 Dodson Ave	Milford	Auckland
Dr Diana Scott Ltd	84 Talbot Street	Geraldine	Canterbury
Dr J E Upsdell	2 Graeme Ave	Mangare East	Auckland
Dr Joseph Hassan St Luke's Health Centre	105 Waimea Road	Nelson	
Dr R L Griffiths Limited (Elizabeth Street Medical Centre Limited)	10 Elizabeth Street		Timaru
Dr S J Finnigan Medical Centre	12 Brown Street		Inglewood
Dr Shorts Surgery - Dannevirke	33 Victoria Avenue		Dannevirke
Dr Wah and Zhuang	5/283 Ponsonby Road	Auckland	
Dr Walker's Family Practice	10 Elizabeth Street		Timaru
Dr William Thompson T/A Shakespeare Road Medical Centre	24 Shakespeare Road		Napier
Drs Do-More Ltd T/AS Fiordland Medical Practice	25 Luxmore Dr		Te Anau
Drury Surgery Ltd	175 Great South Road Drury	Drury	Auckland
Duke St Health and Medical Centre	71 Duke St		Cambridge
Dunedin After Hours Doctors Ltd	18 Filleul Street		Dunedin
Dunedin Health Centre Ltd (formally Caversham Medical Centre)	285 South Road	Caversham	Dunedin
Dunedin North Medical Ltd	15 David Street	North Dunedin	Dunedin
Dunedin South Medical Centre	351 King Edward Street	South Dunedin	Dunedin
East Coast Bays Doctors Limited	512 East Coast Road	Windsor Park	Auckland
Eastern Bays (Suburbs) Health Centre	21 Mahora St	Kilbirnie	Wellington

Eastling Properties Limited (Bishopdale Medical)	1 Eastling St	Bishopdale	Christchurch
Eastmed Doctors	188 St Heliers Bay Road	St Heliers	Auckland
Eastside Medical Services Limited	488 Devon Street East		New Plymouth
Eketahuna Health Centre -Te Whare Ora O Eketahuna-	1 Bengston Street		Eketahuna
Ellerslie Medical Centre Limited	41 Robert Street	Ellerslie	Auckland
Epsom Medical Care	272 Manukau Road	Epsom	Auckland
Epsom Medical Centre	102 Great South Road	Epsom	Auckland
Eruera Medical Centre	1325a Eruera Street		Rotorua
Fairfield Family Health Limited Hamilton	1021 Heaphy Terrace	Fairfield	Hamilton
Fairfield Medical Centre T/A Springvale Medical Centre	40 Fitzhurbert Ave		Wanganui
Fairlie Medical Centre	PO Box 6		Fairlie
Family Health Centre New Plymouth Ltd	70 Vivian St		New Plymouth
Farm Street Family Health Centre	47 Farm Street		Mt Maunganui
Featherston Medical Limited	3 Clifford Square		Featherston
Feilding Health Care Partners Limited	7 Duke Street		Feilding
Ferry Road Medical Centre	216 Ferry Road		Christchurch
Ferrymead Medical Centre	10/2 Waterman Place	Christchurch	
Fifth Avenue Family Practice	40 Fifth Avenue		Tauranga
Forrest Hill Family Medical Centre	Shop 1, 1 Grenada Avenue	Forrest Hill	Auckland
Four Kauri Medical Limited	880 New Noth Road	Mt. Albert	Auckland
Gain Health Centre Ltd	723A Fergusson Drive		Upper Hutt
Gate Pa Medical Centre	100 5 Cameron Rd		Tauranga
Girven Rd Medical Centre	83 Girven Rd		Mt Maunganui
Glenavon Doctors Surgery		Blockhouse Bay	Auckland
Glenfield Medical Centre	452 Glenfield Rd	Glenfield	Auckland
Glengarry Medical Limited	75 Glengarry Cres	Glengarry	Invercargill
Gore Medical Centre (2000) Ltd	12 Eccles Street		Gore
Grafton Medical Centre Limited	Shop 1, ground floor, 8 Nugent St	Grafton	Auckland
Grahams Road Medical Practice Limited	76 Grahams Road	Burnside	Christchurch
Green Bay Medical Centre	70 Godley Road, Green Bay		Auckland
The Doctors Kerikeri			
The Doctors Kamo			
The Doctors Tikipunga			
The Doctors Massey Medical			
The Doctors Huapai			
The Doctors Waimauku			
The Doctors Silver Fern			
Family Doctors Whangaparaoa			
The Doctors Fred Thomas			
The Doctors Hauraki Corner			
The Doctors New Lynn			

The Doctors Golf Road			
The Doctors Ti Rakau			
The Doctors St Heliers			
The Doctors Tauranga			
The Doctors Bureta			
The Doctors Welcome Bay			
The Doctors Kopeopeo			
The Doctors Phoenix			
The Doctors Total Health			
The Doctors Te Whare Hāpara			
Team Medical Kapiti			
The Doctors Motueka			
The Doctors Christchurch South			
Tui Medical Whangarei			
The Doctors Birkenhead			
The Doctors Red Beach			
Green Island Family Health Care	20 Shand Street	Green Island	Dunedin
Greenwood Medical Centre	641 Manukau Road	Epsom	Auckland
Greers Road Medical Centre	285 Greers Road		Auckland
Group Medical Chambers Palmerston North	477 Church St		Palmerston North
Hall Avenue Medical Centre	23 Hall Avenue	Otahuhu	Auckland
Halswell Health Limited	PO BOX 37036	Haswell	Christchurch
Hamilton East Medical Centre	16 Beale St		Hamilton
Hanmer Springs Health Centre	59 Jacks Pass Road		Hanmer Springs
Harbour Health Port Chalmers Ltd	47 George Street	Port Chalmers	Dunedin
Harewood Medical Centre LP	171 Harewood Road	Bishopdale	Christchurch
Harley Street Medical	14 Harley Street		Nelson
Hataitai Medical Practice	12 Tapiri St	Hataitai	Wellington
Health Central Limited	93 Tarbert Street		Alexandra
Health New Lynn Ltd	1 McCrae Way	New Lynn	Auckland
Healthcare on Fifteenth		Tauranga South	Tauranga
Health-I Glenfield Ltd	215 Wairu Road	North Shore	Auckland
HealthWEST Limited	56 Lincoln Road	Henderson	Auckland
Helensburgh Medical Centre	231 Helensburgh Road		Dunedin
Helios Intergrated Medical Centre Ltd/Helios Health Limited	275 Fifiel Terrace	Opawa	Christchurch
Herne Bay Medical Centre Limited	2A Albany Road	Herne Bay	Auckland
Hibiscus Coast Medical Centre Limited	13 Moana Ave	Orewa	Auckland
High Country Health T/A Twizel Medical Centre	15 Mackenzie Drive		Twizel
High Street City Health Limited	62 Riccarton Rd		Christchurch
Hillmed Health Centre	1/7 Halswell Road	Hilmorton	Christchurch
Hillsborough Medical Centre	165 Hillsborough Road	Hillsborough	Auckland
Hobsonville Family Doctors Limited	124 Hobsonville Road	Hobsonville	
Hong Kong Surgery Ltd	11 Queens Rd	Panmure	Auckland
Hoon Hay Medical Services Limited	124 Sparks Road	Hoon Hay	Christchurch
Hornby Medical Centre	15 Brynley St	Hornby	Christchurch
Howick House Medical	43 Moore Street	Howick	Auckland
Ilam Medical Centre Limited	106 Memorial Avenue	Burnside	Christchurch

Innes Road Medical Rooms	217 Innes Road		Christchurch
Island Bay Medical Centre Limited	159 The Parade	Island Bay	Wellington
James Street Doctors Ltd	2nd Floor, 1 James Street		Whangerei
Kaiapoi Medical Centre Ltd	71 Fuller Street		Kaiapoi
Kaikoura Health Care Ltd	25 Deal Street		Kaikoura
Karori Medical Centre Limited	11 Parkvale Road	Karori	Wellington
Katikati Medical Centre Limited	4 Clive Road		Katikati
Kauri Health Care Limited	619 Featherston Street	Palmerston North	
Kawakawa Bay Orere Health Clinic Inc	RD5 Papakura		
Kawau Bay Health Partnership	11 Alnwick Street		Warkworth
Kelburn Northland Medical Centre LP	1 Upland Road		Kelburn
Kendal Medical Centre (Drs Sharon Ashmore and Peter Sim)	66 Kendal Ave		Christchurch
Kendrick Rosby Ltd T/A Kingsland Family Health Centre	495 New North Road	Kingsland	Auckland
Kensington Health Limited	12 Kensington Ave	Kensington	Whangerei
Kerimed Doctors Partnership	2 Ranui Ave		Kerikeri
Khandallah Medical Centre	8 Dekka Street	Khandallah	Wellington
Kopata Medical Centre	60-62 Bloomfield Terrace	Lower Hutt	Wellington
Koru Medical Services T/A Cambridge Family Health	2 Oliver Street		Cambridge
Kowhai Clinic	423 Glenfield Road	Glenfield	Auckland
Kuirau Medical Centre	19 Tarewa Road		Rotorua
Kumeu Village Medical Centre Ltd	92 Main Road	Kumeu	Auckland
Lawrence Medical Services T/A Paihai Medical Services	2/22 Selwyn Road		Paihia
Leamington Medical Centre	127 Shakespear Street	Leamington	Cambridge
Leeston Medical Centre	57 High Street	Leeston	
Lincoln Medical Centre	1 Gerald St		Lincoln
Linwood Avenue Medical Centre Ltd (Better Health Linwood Ltd)	Level 1, 20 Buckleys Rd	Linwood	Christchurch
Lister Court Medical	16 Francis St	Blenheim	Marlborough
Little London Medical Clinic Limited	6 Little London Lane		Hamilton
Local Doctors Eastcare Ltd (Eastcare Health)	283 Breezes Road	Aranui	Christchurch
Lumsden Medical Centre 2000 Ltd	58 Garden Street		Lumsden
Lynmall Medical Centre	PO Box 15988	New Lynn	Auckland
Lyttelton Health Centre	18 Oxford Street		Lyttelton
Mahoe Med Limited	670 Cambridge Road		Te Awamutu
Main North Road Medical Centre	102 Main North Road	Papanui	Christchurch
Mairangi Medical Centre	2 Penzance Road	Mairangi Bay	Auckland
Mairehau Medical Services Limited	399 Innes Road	Mairehau	Christchurch
Mana Medical Centre Ltd	107 Mana Esplanade	Paremata	Porirua
Mangakino Health Services Ltd	60 Rangatira Drive		Mangakino
Manly Medical Centre Limited	58 Rawhiti Road	Manly	Whangaparaoa
Mansfield Health Practice	206A Papanui Road	Merivale	Christchurch
Manurewa Healthcare Medical Group	210 Great South Road	Manurewa	Auckland

Mapua General Practice Limited T/A Mapua Health Centre	62 Aranui Road	Mapua	Nelson
Maraenui Medical Centre Limited	3 Longfellow Ave	Maraenui	Napier
Marshlands Family Health Centre Limited	427 Marshland Road	Marshlands	Christchurch
Martinborough Health Services Ltd	5 Oxford Street		Martinborough
Masterton Medical Limited	4 Columbo Rd	Lansdowne	Masterton
Mcam Medical (2011) Limited T/A Bakerfield Medical and Urgent Care	16a Bakerfield Place	Manukau City	
McKnight Medical Limited (Ohope Beach Medical Centre)	262 Pohutakawa Avenue	Ohope	
McLaren Park Healthcare Ltd	83 Bruce McLaren Road	Henderson	Auckland
Meadowbank Family Doctors Limited	35 St Johns Rd	Meadowbank	Auckland
Meadowbank General Practice Ltd	35 St Johns Road	Meadowbank	Auckland
Medical and Injury Centre Ltd	98 Waimea Road	Nelson South	Nelson
Medical Corner Doctors Ltd	237 High Street		Rangiora
Mercury Bay Medical Centre Ltd	87 Albert St		Whitianga
Merrilands Medical Centre	200 Mangorei Road		New Plymouth
Methven Medical Limited	4 Methven-Chertsey Rd		Methven
Midland Park Medical T/A City Medical Centre	Level 2, 190 Lambton Quay		Wellington
Milford Family Medical Centre	50 East Coast Rd	Milford	Auckland
Millhouse Medical Centre	128-130 Millhouse Drive	Meadowlands	Auckland
Milson Medical Chambers	19 Purdie Place		Palmerston North
Miramar Medical Practice Limited	46 Park Road	Miramar	Wellington
Moerewa Medical Services	44 Main Road	Moerewa	
Moore Street Medical Centre	254 Moore Street		Ashburton
Mornington Health Centre Limited	169 Eglinton Road	Mornington	Dunedin
Morrinsville Medical Centre	17 Canada Street		Morrinsville
Motueka and Districts PreSchool and Whanau Trust T/A Motueka Family Service Centre	27 Talbot Street		Motueka
Moturoa Medical Centre	490 St Aubyn St		New Plymouth
Mount Medical Centre	257 Maunganui Road		Mount Maunganui
Mountainview Medical Limited	65 Victoria Street		Hawera
Mt Albert Medical Centre	986 New North Road	Mt Albert	Auckland
Mt Eden Medical Centre	457 Mt Eden Road	Mt Eden	Auckland
Mt Pleasant Medical Centre	2 Soleares Avenue	Mount Pleasant	Christchurch
Mt Wellington Family Health Centre	283 Penrose Road	Mt Wellington	Auckland
Mt Wellington Medical Clinic	350 Ellerslie-Panmure Hwy	Mt Wellington	Auckland
Muritai Health Centre Limited	149 Muritai Road	Eastbourne, Lower Hutt	Wellington
Murupara Medical Ltd	PO BOX 35	Murupara	Whakatane
Musselburgh Medical Centre Ltd	59A Musselburgh Rise	Musselburgh	Dunedin
Naenae Medical Centre	39 Treadwell St	Naenae	Lower Hutt
Nelson City Medical Centre 2019 Ltd	125 Collingwood Street	Nelson	
Nelson East Family Medical Centre	7 Alton Street		Nelson
Nelson Family Medicine and Matia Medical Limited	132 Collingwood St		Nelson

Newlands Medical Centre Limited	15 Batchelor St	Newlands	Wellington
Newtown Medical Centre	33 Rintoul Street	Newtown	Wellington
Ngaruawahia Medical Centre	11 Galileo St		Ngaruawahia
Ngongotaha Medical Centre Limited	17 Tauai St, Ngongotaha	Ngongotaha	Rotorua
Ngunguru Medical Centre	2 Shoebridge Crescent	Ngunguru	Whangarei
Normans Road Surgery	3 Normans Road	Christchurch	
North Avon Medical Centre	32 North Avon Road		Christchurch
Northcote Point Doctors (LY & Song Co Limited)	73 Onewa Road	Northcote	Auckland
North Harbour Medical Centre	16/326 Sunset Road	Mairangi Bay	Auckland
Northwood Medical Centre	Northwood Medical Centre	Redwood	Christchurch
Nova Medicare Limited T/A Picton Surgery	2/2 Fencible Drive	Howick	Auckland
Oak House Medical Centre 2008 Limited	161 Queen Street		Waimate
OKS Medical Ltd T/A Belfast North MEDIQUAL Doctors	Unit 3b, 812 Main North Road	Belfast	Christchurch
Omni Health Limited	2 Morgan Street	Newmarket	Auckland
Omni Health Limited - Anne Street Medical Limited			
Omni Health Limited - Central Medical Napier			
Omni Health Limited - Conifer Gardens Medical			
Omni Health Limited - Dee Street Healthcare Timaru			
Omni Health Limited - Devonport Health Centre			
Omni Health Limited - Mahora Medical Hastings			
Omni Health Limited - Onerahi Family Healthcare Whangarei			
Omni Health Limited - Strandon Health Limited			
Omni Health Limited - Tararua Health Group Dannevirke			
Omni Health Limited - Timaru Primary Care Limited			
Omni Health Limited - Tuakau Health Centre			
Omni Health Limited - Waitara Health Centre			
OmniHealth Limited - Beachhaven Health Limited			
OmniHealth Limited - Parklands Health Limited (Parklands Medical) Bell Block			
OmniHealth Limited - Medical & Injury (M&I Health Centre Limited) - Hastings			
OmniHealth Limited - Four Peaks Health Limited			

OmniHealth Limited - Sanford Omni CBD Ltd			
Onehunga Doctors Ltd	545 Richardson Road	Mt Roskill	Auckland
Onslow Medical Centre	125 Moorefield Rd	Johnsonville	Wellington
Orewa Medical Centre	8 Tamariki Ave	Orewa	Auckland
Otaki Family Medicine Limited T/A Otaki Medical Centre	2 Aotaki St		Otaki
Otara Family and Christian Health Centre	Unit 5, 120 East Tamaki Rd	Otara	Auckland
Oto Med Ltd	13 Kakamutu Road		Otorohanga
Otumoetai Doctors Ltd	506 Otumoetai Rd		Tauranga
Outram Middlemarch Medical Services Limited	10 Beaumaris Street		Outram
Oxford Health Charity Limited	39 Park Avenue		Oxford
Paeroa Medical Centre	15 Princes St		Paeroa
Pakuranga Medical Centre Ltd	11-13 Cortina Place	Pakuranga	Auckland
Palms Springs 2008 Limited T/A Papamoa Beach Family Practice	5 Golden Sands Drive		Papamoa
Panmure Medical Centre	204 Queens Rd	Panmure	Auckland
Papakura East Medical Centre	57 Clevedon Road	Papakura	Auckland
Papakura Family Medicine Clinic Ltd	74 Great South Road	Papakura	Auckland
Papamoa Pines Medical Group Ltd	53 Domain Road		Papamoa
Papanui Medical Centre Partnership	438 Papanui Road		Christchurch
Papatoetoe Medical Centre	111 St George Street	Papatoetoe	Auckland
Paraparaumu Medical Centre Limited	40 Ihakara Street		Paraparaumu
Pegasus Health 24 Hour Surgery	401 Madras Street		Christchurch
Pegasus Medical Centre Limited	52 Pegasus Main St		Pegasus
Peninsula Medical Centre	382 Te Atatu Road	Te Atatu Peninsula	Auckland
Petone Medical Centre	32 Richmond Street	Petone	Lower Hutt
Pfeffer Medical Services	41 Mirama Street	Taumararui	
Pihanga Health 2007 Ltd	28 Te Rangitautahanga Road		Turangi
Piritahi Hau Ora Trust (Onerehai Medical Centre)	53 Tahatai Road	Blackpool	Waiheke Island
Pitt Street Medical	2 Pitt Street		Dunedin
Plimmerton Medical Centre	10 Steyne Avenue		Plimmerton
Point II Care (2014) Limited T/A Pleasant Point Health Centre	59-73 Main Road	Pleasant Point	
Port Hills Medical Limited (Redcliffs Medical Centre)	184 Main Road	Redcliffs	Christchurch
Powderham Medical Centre	177 Powderham Street		New Plymouth
Primary Health Care Ltd			
Avon Medical Centre, Stratford			
Beerescourt Medical Centre, Hamilton			
Central Medical Centre, New Plymouth			
Huntly West Medical Centre, Huntly			
Lake Surgery, Taupo			
Moa Medical Centre, Inglewood			
Northcare Grandview, Hamilton			
NorthCare – Puketete Road, Hamilton			

NorthCare – Thomas Road, Hamilton			
Owhata Medical Centre, Rotorua			
Phoenix Urgent Doctors, New Plymouth			
Tokoroa Medical Centre, Tokoroa			
Waihi Beach Medical Centre, Waihi Beach			
Promed Doctors	115 Sherborne St		Christchurch
Pukekohe Family Healthcare Limited	10 West Street	Pukekohe	Auckland
Q E 2 Medical Centre	204 Bower Ave		Christchurch
Quay Medical Centre (Dr William Douglas)	174 Wicksteed St		Whanganui
Queen Street Doctors Limited	1st Floor, Dingwall Building, 87 Queen Street		Auckland
Queen Street Practice Limited	34 Queen Street	Wairoa	
Queens Park General Practice Ltd	97 Gala St		Invercargill
Queenstown Medical Centre Ltd	9 Isle Street		Queenstown
Raglan Medical Limited (West Coast Health Clinic)	12 Wallis St		Raglan
Rakaia Health Care Limited	30 Elizabeth Street	Rakaia	
Ranfurly Medical Ltd	51 Tyrone Street	Ranfurly	
Ranolf Medical Centre Limited	59 Ranolf Street		Rotorua
Rata Medical Limited	127 Collinswood St		Nelson
Ratanui Medical Services Limited	77 Lincoln Road	Henderson	Auckland
Raumanga Medical Centre Limited	170 Otaika Rd		Raumanga
Redwood Clinic	270 Main North Road	Redwood	Christchurch
Remuera Doctors Ltd	Airlie Ct, 320 Remuera Rd	Remuera	Auckland
Remuera Village Medical Centre Ltd	597 Remuera Road	Remuera	Auckland
Renwick Medical Centre	44 High Street		Renwick
Restore and Rebuild Life Limited T/AWaimairi Road Medical Centre	215 Waimairi Road	Christchurch	
Riccarton Clinic & After Hours Medical Centre	4-6 Yaldhurst Road		Christchurch
Riccarton Medical Practice	59 Division Street	Riccarton	Christchurch
Richmond Health Centre Limited Nelson	40A Oxford Street		Richmond
Richmond Road Medical Centre Limited Auckland	452 Richmond Road	Grey Lynn	Auckland
Riverslea Medical Centre (Wade Medical)	College Rd		Edgcumbe
Rohrbach Medical Ltd T/A Oamaru Doctors	8 Coquet Street		Oamaru
Rolleston Central Health	9 Masefield Drive		Rolleston
Rolleston Medical Centre Ltd	29 Brookside Rd	Rolleston	Auckland
Ropata Medical Centre	6 Raroa Road	Lower Hutt	Wellington
Rosehill Christian Medical Centre (Papakura Christian Services Trust)	2 Tairere Cres	Papakura	Auckland
Roselands Doctors Ltd	13 O'Shannessey Street	Papakura	
Roslyn Health Centre	271 Highgate	Roslyn	Dunedin
Rotorua Medical Group Limited	1181 Amohia Street		Rotorua
Roxburgh Medical Services Trust	65 Scotland St		Roxburgh

Royal Heights Medical Centre Limited	138 Royal Rd	Massey	Auckland
Royal Oak Medical Centre/Epsom Family Health Centre	691 Manukau Rd	Royal Oak	Auckland
Ruatahi Medical Centre	PO Box 870		Rotorua
Russell Medical Services 2011	Church Street		Russell
Rust Ave Doc Online Ltd	15 Rust Ave		Whangerei
Sandhu Doctors Limited	488 Great South Road	Papatoetoe	Auckland
Sanzuk Medical Ltd T/A Greenwood Health	20 Greenwood St		Motueka
Seatoun Medical	27A Falkirk Avenue	Seatoun	Wellington
Selwyn Village Healthcare Limited	314 Selwyn Street	Spreydon	Christchurch
Shirley Medical Centre	11 Marshland Rd		Christchurch
Silverstream Healthcare Limited T/A Silverstream Medical Centre	9/42 Silverstream Blvd		Kaiapoi
South City Health Ltd Hamilton	91 Kahikatea Drive		Hamilton
South Kaipara Medical Centre	53-65 Commercial Road	Helensville	Auckland
Southern Clinical Trials - Waitemata	29 Birkenhead Ave	Birkenhead	Auckland
Southlink Health Services Ltd			
Southlink Health Services Ltd - Allenton Medical Centre LP trading as Three Rivers Health	Level 9, Burns House, 10 George Street		Dunedin
Southlink Health Services Ltd - Clendon Medical Centre LP			
Southlink Health Services Ltd - Counties Manukau LP			
Southlink Health Services Ltd - Cromwell Medical Centre LP			
Southlink Health Services Ltd - East Otago Health LP			
Southlink Health Services Ltd - Francis Street Medical LP			
Southlink Health Services Ltd - Hunters Corner Medical Centre LP			
Southlink Health Services Ltd - Hutt City Health Centre Limited			
Southlink Health Services Ltd - Invercargill Medical Centre LP			
Southlink Health Services Ltd - Milton Medical Centre LP			
Southlink Health Services Ltd - Papatoetoe Medical Services LP			
Southlink Health Services Ltd - Picton Medical Centre LP			
Southlink Health Services Ltd - Plimmer Surgery LP T/A Plimmer Steps Medical Centre			
Southlink Health Services Ltd - Rangiora Medical Centre LP			
Southlink Health Services Ltd - Redwoodtown Medical Centre			

Southlink Health Services Ltd - South Hill Medical LP			
Southlink Health Services Ltd - Timaru Medical Centre LP			
Southlink Health Services Ltd - Titoki Medical Ltd			
Southlink Health Services Ltd - Waverley Health			
Southlink Health Services Ltd - Meridian Medical Centre. LP, Dunedin			
Southpoint Family Doctors Limited	652 Great South Rd	Manukau	Auckland
Springlands Health Ltd	139 Middle Renwick Road	Blenheim	
St Albans Medical Centre	250 Springfield Road		Christchurch
St Heliers Medical Centre	Level one, 10 Turua St	St Heliers	Auckland
St Martins Medical Practice 2000 Ltd	79 Wilsons Road		Christchurch
Stoddard Rd Medical Centre	223 Stoddard Rd	Mt Roskill	Auckland
Stoke Medical Centre Limited	470 Main Road Stoke	Stoke	Nelson
Stokes Valley Medical Centre	180 Stokes Valley Road	Stokes Valley	Lower Hutt
Stratford Medical Chambers	82 Miranda St		Stratford
Straven Medical Rooms	12 Straven Road	Riccarton	Christchurch
Sunnynook Medical Centre Limited	119 Sunnynook Rd		Auckland
Sunset Road Family Doctors	3/317 Sunset Road	Sunnynook	Auckland
Swanson Medical Centre Ltd	714 Swanson Road	Swanson	Auckland
Sydney Street Health Centre (Dr David G Robson)	4 Sydney Street		Christchurch
Tahunanui Medical Centre	23 Tahunanui Drive		Nelson
Taihape Health Ltd	3 Hospital Road		Taihape
Takapau Community Health Centre TrustMohan Gadipatti	60 Charlotte Street	Takapau	Hawkes Bay
Tamaki Family Health Centre Clark JD	2-4 Clifton Court	Panmure	Auckland
Tamatea Medical Centre	18-20 Durham Ave	Tamatea	Napier
Taradale Medical Centre	20-24 Puketapu Road		Taradale
Tarawera Medical Centre	104 Onslow Street	Kawerau	
Tasman Medical Centre	6/355 Lower Queen Street	Richmond	Nelson
Taumarunui Community Kokiri Trust	121 Hakiaha St		Taumarunui
Taupo Health Centre Ltd	113 Heuheu St		Taupo
Taupo Medical Centre Ltd	117 Heu Heu Street	Taupo	
Tauranga Healthcare Limited	83 Pyes Pa Road	Pyes Pa	Tauranga
Tawa Medical Centre	17 Rewa Tce		Tawa
Te Aroha Noa Medical Centre	73A Bank St		Whangarei
Te Awamutu Medical Centre	220 Bank St		Te Awamutu
Te Kuiti Medical Centre	28 Ailsa Street		Te Kuiti
Te Mata Peak Practice Limited	33 Naper Road	Havelock North	
Te Ngae Medical Centre	5 Tarawera Road		Rotorua
Te POU ORANGA O WHAKATOHEA Limited T/A Whakatohea Health Centre	32A King Street		Opotiki
Te Puke Medical Centre	14 Queen Street		Te Puke

Te Rawhiti Family Care Centre	50 Portsmouth Street	Aranui	Christchurch
Temuka Healthcare Limited	104 King Street		Temuka
Thames Medical Centre Ltd	817 Rolleston Street		Thames
The Christchurch Doctors Limited	148 Hereford Street		Christchurch
The Doctors QuayMed	68 Beach Road		Auckland
The Palms Medical Centre	445 Ferguson Street		Palmerston North
The Skin Clinic Marlborough	28 Alfred St		Bleheim
Three Lakes Clinic	1131 Pukaki St		Rotorua
Three Rivers Medical Ltd	75 Customhouse Street		Gisbourne
Tima Health Limited	46 Waimea Road		Nelson
Timaru After Hours Medical Service	5A Dee Street		Timaru
Tinwald Medical Services Ltd T/A Tinwald Medical Centre	33 Archibald St		Ashburton
Titahi Bay Doctors Limited	3 Whitehouse Road	Titahi Bay	Porirua
Titahi Bay Surgery Ltd	76 Main Road	Titahi Bay	Porirua
Titirangi Medical Centre Ltd	2 Rangwai Rd	Titirangi	Auckland
T L Care Ltd	296 Te Atatu Road	Te Atatu North	Auckland
Toi Ora Health Limited	32A King Street		Opotiki
Toi Toi Medical Limited	10 Natalie St	Toi Toi	Nelson
Top Health	29 Redan Road		Kaitia
Torbay Community Doctor Limited	987 Beach Rd	Torbay	Auckland
Travis Medical Centre	225 Travis Road		Christchurch
Tuapeka Community Health Company Ltd	43 Whitehaven Street	Lawrence	
Tui Medical Ltd Hamilton	P O Box 12046		Hamilton
Tuku Tuki Medical Limited	1 Cook Street		Waipukurau
Upper Hutt Health Centre	Queen Street	Upper Hutt	
Upper Riccarton Medical Centre	318 Riccarton Road	Christchurch	
Valley Medical Limited	149 Henderson Valley Rd	Henderson	Auckland
Victoria Avenue Medical Centre	60 Victoria Avenue		Invercargill
Victoria Clinic Limited	750 Victoria Street		Hamilton
VMC Limited T/A Vivian Medical Centre	56 Vivian Street		New Plymouth
W Grove Ltd (Riverton Medical Centre)	104 Palmerston Street		Riverton
Waiau Health Trust limited (Tuatapere Medical Practice)	69a Orawai Road	Tuatapere	
Waihi Family Doctors Ltd	43 Kenny Street		Waihi
Waihi Health Centre	2 School Lane		Waihi
Waihopai Health Services	1 Herbert Street	Waihopai	Invercargill
Wai-iti Health Services Limited (GC & VA Werkmeister Limited)	161 Wai-iti Road		Timaru
Waikanae Health Centre	Marae Lane		Waikanae
Waikari Health Centre Limited	100 Princess Street		Waikari
Waikiwi Medical Centre Ltd	233 North Road	Waikiwi	Invercargill
Waimate Health Trust limited	85 Queen Street		Waitame
Waipu Med Ltd	11/7 Nova Scotia Drive		Waipu
Waitaha Primary Health Limited	PO Box 14021	Christchurch	
Waiuku Health Centre Ltd	30 Constable Road	Waiuku	Auckland
Wakatipu Medical Centre Limited	11 McBride St	Frankton	Queenstown

Wakefield Medical Practice Ltd T/A Wakefield Health Centre	12 Edward Street	Wakefield	Tasman
Waltham Medical Centre Limited	83 Waltham Road	Waltham	Christchurch
Wanaka Medical Centre Ltd	23 Cardrona Valley Rd		Wanaka
Wellington After Hours Medical Service	17 Adelaide Road	Mount Cook	Wellington
Wellington Medical Group Limited (Johnsonville Medical Centre)	24 Moorefield Road	Johnsonville	Wellington
West End Medical Ltd	84 Maunui Road	Woodhill	Whangerei
West Harbour Medical Centre	86 Oreil Ave	West Harbour	Auckland
West Otago Health Limited	50 Tapanui Raes Junction Highway		Otago
Western Bay Of Plenty Primary Health Organisation	126 11th Ave		Tauranga
Western Heights Health Centre Limited	1 Brooklyn Rd	Western Heights	Rotorua
Westland Medical Centre Limited	54 Sewel Street		Hokitika
Westmere Medical Centre	146 Garnet Rd	Westmere	Auckland
Whangamata Medical Services 2010 Ltd	103 Lincoln Road	Whangamata	
Whanganui Regional Health Network	100 Heads Road	Whanganui	
Whitby Doctors Limited	69A Discovery Drive	Whitby	Wellington
White Cross New Brighton Healthcare Ltd	22 Union Street		Christchurch
Whitestone Family Practice Limited	32 Ribble St		Oamaru
Wicksteed Medical Centre	220 Wicksteed St		Whanganui
Willcare Health T/A Westend Medical	227 Old Taupo Rd		Rotorua
Winton Medical Services Limited	394 Great North Road		Winton
Wood Street Surgery Ltd	7 Wood Street		Temuka
Woodham Road Health Care Limited	23 Woodham Road	Linwood	Christchurch
Work Wellness - Dr Kai Andreas	175 Cavendish Drive	Manukau	Auckland
Yaldhurst Family Doctors	129 Yaldhurst Rd	Sockburn	Christchurch