

Variation to Multi-Employer Collective Agreement:

Between

Rotorua Community Hospice Trust

And

The New Zealand Nurses Organisation (NZNO)

Hereinafter referred to as 'the parties.'

Terms of Settlement

Changes to the Collective Agreement:

The following changes to the 'Listed Specified Hospices (including: Rotorua Community Hospice Trust) Multi-Employer Collective Agreement (MECA) 01 September 2020-31 August 2021' (remaining in force until 31 August 2022), as they apply to Rotorua Community Hospice Trust, have been agreed by the parties:

- The exception at 6.1 that relates to Rotorua Community Hospice Trust will be removed from the MECA.

(meaning an 80-hour fortnight will be the standard 'ordinary hours' for a full-time employee Member, not 88)

- The exception at 6.12 that relates to Rotorua Community Hospice Trust will be removed from the MECA.

(meaning Members will now receive overtime for 'varying shift' rosters after 10 hours and the variable shift provisions will apply)

- The exception at 8.2.1 that relates to Rotorua Community Hospice Trust will be removed from the MECA.

(meaning all Members will now receive overtime after 'eight hours per day or the rostered shift whichever is greater, or 80 hours per two week period, when such work has been authorised in advance. The employer and employee may agree to work a shift of 10 hours in duration and will entitled to overtime for time worked in excess of 10 hours' (sic): at T 1.5 for the first 3 hours and then T.2 after)

- The exception at 8.2.2 that relates to Rotorua Community Hospice Trust will be removed from the MECA.

(meaning Members will be entitled to weekend, public holiday and night rates)

- The variation schedule at page 38 of the MECA that relates to Rotorua Community Hospice Trust will be removed in its entirety.

(meaning that the flat rate amount of \$2.61 per hour is removed and all Members employed under the terms and conditions contained in the MECA will be entitled to allowances, penal and overtime rates).

- This variation will take effect from 04 April 2022.

Other Matters Agreed:


- Members base rates of pay will remain the same as they have always been paid (i.e.: they will not have a reduction in the rates of pay they have been receiving)
- All applicable back-pay for penal, overtime or other under this variation, from 04 April 2022, will be paid within 4 weeks of the signing of this document.

Ratification:

- Agreement to these changes was ratified by the membership on Monday 13 June 2022.

Signed:  (Brenda Brickland for NZNO)

Date: 04 July 2022

Signed:  (Jonathon Hagger for Rotorua Community Hospice Trust)

Date: 04 July 2022