

Amendment to SECA

After agreement between the parties, the following salary tables will be applied from the pay period beginning July 25, 2022.

8.0 Wages

The tables below shows annual salary, the hourly rate is calculated by using a divisor of 2086.

Note: All salaries listed below (and in any schedules) will apply only to those employees currently employed by each Hospice at the time of successful ratification of this collective agreement.

REGISTERED NURSES

	From 1 September 2021	From 25 July 2022	From 1 September 2023
Step 1 New Graduate/NetP	\$55,655	\$63,058	\$64,949
Step 2	\$60,246	\$68,258	\$70,306
Step 3	\$64,002	\$72,514	\$74,690
Step 4	\$67,622	\$76,615	\$78,913
Step 5	\$75,143	\$85,137	\$87,691
Step 6*	\$77,386	\$87,678	\$90,308
Step 7*	\$79,708	\$90,309	\$93,018

*Step 6 rate: Criteria:

- a. Have completed their proficient PDRP or are in the process of obtaining it.
- b. Satisfactory performance (which will be assumed to be the case unless the employee is otherwise advised).
- c. Step 5 for 12 months

* Step 7 subject to:

- a. Has PDRP proficient
- b. Satisfactory performance (which will be assumed to be the case unless the employee is otherwise advised).
- c. Step 6 for 12 months

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DESIGNATED SENIOR REGISTERED NURSES:

	From 1 September 2021	From 25 July 2022	From 1 September 2023
Senior 1	\$82153	\$93,079	\$95,871
Senior 2	\$83762	\$94,901	\$97,748
Senior 3	\$87936	\$99,631	\$102,620
Senior 4	\$89494	\$101,396	\$104,438
Senior 5	\$92937	\$105,298	\$108,456

No automatic progression
PDRP payments inclusive of salary
and not paid separately

Professional Development Recognition Programme Payment (PDRP) RNs

(Payments per annum)	From 1 September 2021
Proficient	\$3,000
Expert	\$4,500

ENROLLED NURSES:

	From 1 September 2021	From 25 July 2022	From 1 September 2023
Step 1	\$50091	\$56,753	\$58,456
Step 2	\$52873	\$59,905	\$61,702
Step 3	\$57046	\$64,634	\$66,573
Step 4	\$58758	\$66,573	\$68,570

Professional Development Recognition Programme Payment (PDRP)

ENs

(payments per annum)	From 1 September 2021
Proficient	\$3,000
Expert	\$4,500
Senior	\$4,500

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HEALTHCARE ASSISTANTS:

	From 1 September 2021	From 25 July 2022	From 1 September 2023
Step 1	\$42971	\$50,900	\$52,427
Step 2	\$44197	\$52,606	\$54,184
Step 3	\$47,381	\$56,122	\$57,806
Step 4	\$48003	\$56,859	\$58,565
Step 5*	\$49443	\$58,565	\$60,322

* Step 5 conditional on satisfactory performance (which will be assumed to be the case unless the employee is otherwise advised), effective from 1 January 2021 and been on step 4 for 12 months.

Merit Steps for Healthcare Assistants
Merit Step 1: \$1,000.00
Merit Step 2: \$2,000.00

The merit steps for Healthcare Assistants are to be prorated and do not incur any penal rates.

Also, the following wording change to clause 12.2 to better clarify the T2 payment.

12.2 Employees required to work on any of the above holidays shall be paid at T1.5 for time actually worked on the holiday, except for Christmas Day, Boxing Day, Good Friday and Easter Monday which will be paid at T2.0 for time worked on those days.

(a) T2.0 rates for working on public holidays will apply for specified public holidays as listed below, from:

2022: Queens Birthday

2023: Labour Day

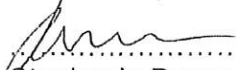
2024: Matariki Day

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Signatures

Date: 29 / 07 / 2022


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Stephanie Duncan, for and on behalf of NZNO

Authorised Representative of
HOSPICE SECA


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Peter O'Neill
General Manager, Hospice South Canterbury