

Variation to Collective Employment Agreement:

Between

Te Rūnanga o Toa Rangatira Inc

And

New Zealand Nurses Organisation (NZNO)

This variation is in accordance with Clause 1 g) of the collective agreement, and if nurses vote to agree to the variation, the collective agreement will be varied accordingly.

Variation:

The parties to this variation hereby agree to vary the collective agreement from 1 July 2023 by amending the following wages clauses:

1. Amend Clause 7.4 Wages Scales by

Inserting the following clause at the end of sub-clause 7.4

“A small group made up of Mike Fermanis, Rūnanga Representative, Laura Thomas, NZNO Organiser, and Helen Hartley, a representative of specialised nurses to whose roles sit outside the proposed scales will be actioned as a matter of urgency and the working group will seek to propose a solution to align these roles where relevant, with Te Whatu Ora Senior Designated Grades Wage Scale within the next 4 weeks (before the end of August). Any agreement made will be backdated to 1 July 2023.”

Add new pay rate column from 1/07/23 into existing a) wages scale.

- (a) **Primary Health Nurse/Mental Health Nurse/Community Health Nurse - Per Hour**

Nurse Steps 1/7/2023		
1 st year (new grad)	\$31.91	\$66,570
2 nd year	\$34.55	\$72,061
3 rd year	\$36.70	\$76,554
4 th year	\$38.77	\$80,883
5 th year	\$43.08	\$89,868
6 th year	\$44.37	\$92,563
7 th year	\$45.70	\$95,340

Delete existing paragraph, “New graduates may be paid at \$26.68 and subject to satisfactory performance, progress to the 1st year rate above after 6 months of employment”.

Add new pay scale for c) – Nurse Practitioner – annual salary shall commence at “\$120,028 per annum and the employee will be placed on the appropriate step based on experience and then progress annually consistent with the new Te Whatu Ora Grade 6 steps as per below pay rate column.”

Designated Senior Nurse Grade 6 (Nurse Practitioner) 1/7/2023		
Step 1	\$57.54	\$120,028
Step 2	\$60.66	\$126,172
Step 3	\$63.77	\$132,641
Step 4	\$68.90	\$143,312

Insert new scale for f) Enrolled Nurse -per hour.

Enrolled Nurse Steps 1/7/2023		
1 st year (new grad)	\$29.31	\$60,964
2 nd year	\$30.67	\$63,793
3 rd year	\$33.07	\$68,785
4 th year	\$34.18	\$71,094
5 th year	\$35.29	\$73,403

Amend Clause g) to reflect automatic annual progression up the 1-7 nurses scale by removing the third sentence which begins, "For instance....."


Signed: _____ (Laura Thomas for NZNO)

Date: 24/07/23 _____

Signed:  (Jennie Smeaton for Te Rūnanga O Toa Rangatira)