

PROPOSED VARIATION TO TE OMANGA HOSPICE/NZNO SECA – 29 MAY 2023.

NZNO and Te Omanga Hospice have met to discuss proposed new pay scales for Te Omanga nurses which align more closely to the rates being paid to nurses employed by Te Whatu Ora.

These proposed increases have been made possible by the approval of the Board of Trustees and additional funding we have received from Te Whatu Ora to address the pay parity/disparity between the pay rates of nurses employed in the public sector by Te Whatu Ora and nurses employed in the private sector.

The new pay scales proposed are as follows:

DESIGNATED SENIOR REGISTERED NURSES

Grade	From 29 May 2023
Grade 1	\$96,510 \$100,186 \$107,013
Grade 2	\$102,039 \$105,750 \$112,745
Grade 3	\$107,603 \$111,318 \$118,409
Grade 4	\$111,318 \$115,027 \$122,300
Grade 5	\$115,027 \$118,737 \$124,790
Grade 6	\$121,156 \$127,718 \$134,282 \$145,069

NURSE PRACTITIONER

Grade	From 29 May 2023
Grade 6	\$121,156 \$127,718 \$134,282 \$145,069

REGISTERED NURSES

Grade	From 29 May 2023
Step 1	\$67,196
Step 2	\$72,739
Step 3	\$77,274
Step 4	\$81,643
Step 5	\$90,713
Step 6	\$93,433
Step 7	\$96,236

We are proposing the removal of Step 8 in the Registered Nurses' pay scale because the previously proposed step 8 will now be surpassed by the changes to the proposed Step 7. Everyone on Step 7 remains on Step 7 which includes the general wage increase, which now mirrors the Te Whatu Ora scale of Steps 1 to 7.

PALLIATIVE CARE ASSISTANTS

Grade	From 29 May 2023
Step 1	\$52,257
Step 2	\$55,528
Step 3	\$59,240
Step 4	\$60,310
Step 5	\$62,118

To enable Te Whatu Ora to calculate the additional funding, work needed to be done to align the different Hospice senior nurse roles with Te Whatu Ora roles.

Hospice NZ commissioned an independent expert to undertake an assessment of Hospice senior nurses pay scales and compared these to the new Te Whatu Ora senior nurse pay scales.

The result of this work is the alignment of our senior nurse roles to the Te Whatu Ora roles. This enables the ability to fit our roles into the Te Whatu Ora pay scale and provides us with the comparative pay Grade and Step for each senior nurse role.

We talked through alignment of the roles for a new senior scale for Te Omanga Hospice senior nurses as the current scale is outdated and a scoping exercise has been undertaken by Hospice NZ.

We have mapped our roles as follows:

Te Omanga Hospice Senior Position	Te Whatu Ora Grade
Palliative Care Facilitator – ARC and Community	Grade 1
Clinical Nurse Educator	Grade 1
Associate Clinical Nurse Manager	Grade 1
Education Coordinator	Grade 1
Hospital CNS	Grade 1
Clinical Nurse Manager	Grade 3
Nurse Practitioner	Grade 6

From here our designated senior roles will be held in a shared Te Omanga Hospice/NZNO spreadsheet. This will outline the grades of our current senior nurse roles and newly created roles will be added.

A proposed Collective Agreement with tracked changes will be discussed at a ratification meeting to be organized by the NZNO.