



1st March 2023

Karyn Chalk and Beth Strickland
NZNO
PO Box 1084
Dunedin 9054

<sent by email>

Dear Karyn and Beth

Re: Variation to NZNO/WDHSL Collective Employment Agreement

Following the email that Keith Marshall sent you both yesterday I would like to propose a variation to the Waitaki District Health Services Ltd & NZ Nurses Organisation Nursing Collective Agreement 1 November 2022 – 1 June 2023. The proposed terms of the variation are as follows:

- **Remuneration**

Registered Nurse Scale	Current Rate	New Rate 20/03/2023
Step 7	\$83,302	\$95,340
Step 6	\$80,934	\$92,563
Step 5	\$78,636	\$89,868
Step 4	\$70,974	\$80,883
Step 3	\$67,282	\$76,554
Step 2	\$63,451	\$72,061
Step 1	\$58,769	\$66,570

Enrolled nurses will translate directly across to the equivalent step. Those who have been on step 4 for at least twelve months as at 20th March 2023, will translate to the new step 5.

Enrolled Nurse Scale	Current Rate	New Rate 20/03/2023
Step 5 (new)		\$73,609

Step 4	\$61,934	\$71,300
Step 3	\$60,188	\$68,990
Step 2	\$55,931	\$63,980
Step 1	\$53,093	\$61,146

Health Care Assistants	Current Rate	New Rate 20/03/2023
Step 5	\$52,432	\$61,540
Step 4	\$50,963	\$59,748
Step 3	\$50,096	\$58,689
Step 2	\$47,081	\$55,011
Step 1	\$45,075	\$51,770

Community Nurses will translate into the Registered Nurse Scale on the following basis:

Community Nurse Scale	Current Rate	New Rate 20/03/2023
Step 8	\$89,156	\$95,340
Step 7	\$84,990	
Step 6	\$83,362	\$92,563
Step 5	\$78,636	\$89,868
Step 4	\$70,974	\$80,883
Step 3	\$67,282	\$76,554
Step 2	\$63,451	\$72,061
Step 1	\$58,768	\$66,570

Senior Nurse Scale	Current Rate	New Rate 20/03/2023
Old Grade 1	\$80,233	
	\$81,791	
	\$83,354	
Old Grade 2	\$85,796	
	\$87,436	
	\$91,696	
Grade 1 (Formerly grade 3)	\$93,284	\$95,576
	\$96,796	\$99,253
	\$103,255	\$106,016
Grade 2 (formerly grade 4)	\$98,549	\$101,089
	\$102,060	\$104,765
	\$108,679	\$111,695
Grade 3 (formerly grade 5)	\$103,813	\$106,601
	\$107,329	\$110,282
	\$114,102	\$117,373
Grade 4 (formerly grade 6)	\$107,329	\$110,282
	\$110,838	\$113,956

	\$117,720	\$121,161
Grade 5 (formerly grade 7)	\$110,838	\$113,956
	\$114,349	\$117,632
	\$120,076	\$123,628
Grade 6 (formerly grade 8)	\$116,637	\$120,028
	\$122,847	\$126,529
	\$129,058	\$133,032
	\$139,264	\$143,718

- **Expiry Date of Agreement**

Expiry date of Collective agreement extended to 31st August 2023 so the term of the agreement will be 1 November 2022 – 31 August 2023.

If you agree to this variation then please sign and return to myself acknowledging acceptance prior to your ratification meeting with your members.

Yours sincerely



Andrea Cairns
Corporate Services Director



Signed on behalf of Waitaki District Health Services Ltd

Date: 1. March. 2023

Signed on behalf of NZNO

Date: _____