

11 February 2022

Strictly Private & Confidential

**Taranaki District Health
Board**

Dear M

Nursing – Individual Employment Agreement Offer

According to our records, as a non-union member, you are currently employed on an individual employment agreement (IEA) based on the NZNO Nursing and Midwifery Multi-Employer Collective Agreement (MECA) which expired on 31 July 2020.

We would like to offer to replace your current IEA with one based on the terms and conditions of the NZNO MECA of 1 August 2020 - 31 October 2022.

The changes to your terms and conditions detailed above will apply from **6 September 2021**.

A copy of this MECA can be found on the following link [NZNO MECA.pdf \(hiq.net.nz\)](#)

This offer is made on the basis that you are not a current member of either NZNO or PSA. If this is incorrect, please disregard this letter and advise Marika Alberts (Human Resources Advisor) immediately. We will update your details.

The above offer remains open until Monday, 28 February 2022 and will lapse after that time. If you wish to accept this offer, please complete the attached acceptance form and return it to Marika Alberts (Human Resources Advisor) no later than this date.

If you accept this offer, the changes to your terms and conditions detailed above will apply from 6 September 2021 and will remain in place until varied by agreement. Should you subsequently join either NZNO or PSA the terms and conditions of your IEA will cease to apply, and your terms and conditions will become those of the applicable collective agreement, irrespective of whether these are more favorable to you or not.

If you do not accept this offer, or do not respond by the specified date, you will remain on your current terms and conditions.

You are entitled to seek independent advice regarding the proposed IEA before making your decision. If you require further time, please contact Marika Alberts as soon as possible (contactable on extension 8761 or marika.alberts@tdhb.org.nz)

If you have any questions, please let me know.

Yours sincerely



Angela Castle
HR Manager ER and Advisory
Taranaki District Health Board

Signed Acceptance

I, xxx agree to the terms and conditions of employment outlined in this letter. I understand that those terms become my new employment terms and conditions, replacing and superseding all previous contracts or agreements.

I acknowledge that before signing this form I was advised of my entitlement to seek independent advice and was given a reasonable opportunity to seek that advice before making my decision.

Signed: _____ Date: _____

cc: Human Resources
Payroll (Employee Number 3308501)

Please return your signed acceptance to Marika Alberts no later than Monday, 28 February 2022