

NSNZ NOTICE – IEA OFFER & CEA PLANS: TE WHATU ORA

This notice is for members employed by Te Whatu Ora.

CEA PLANS

- We do collective employment agreements (CEAs) for members in some workplaces and have done so for decades. However, to date we have not done this for members in DHBs or now with Te Whatu Ora. This is largely because, until relatively recently, there was no need to do this since individual employment agreement (IEA) terms always exactly matched those of the MECA.
- As there are now some disparities between the IEA and CEA terms, it is our plan to proceed with doing a CEA for members in Te Whatu Ora. We anticipate giving formal legal notice of an intention to do this in the coming weeks.
- We have already discussed doing a CEA with Te Whatu Ora management and have received a positive response.
- Please note this process may take some months. Updates will be issued when there are significant developments.
- Once we have a Te Whatu Ora CEA, it should effectively override the current Te Whatu Ora IEA terms.

IEA OFFER

- In most Te Whatu Ora regions, our members have now received IEA variation offers. A few regions are yet to make offers and we have raised our concerns about these ‘delays’ with Te Whatu Ora industrial relations managers at the national level. We will report updates on this to members in the affected regions, in due course.
- While the current IEA offer is not ideal, signing it ensures that members receive the same pay increases as those on the Te Whatu Ora CEA now, albeit with a later effective date. Hence, our recommendation to members yet to sign the IEA or who have not yet received the IEA is still to sign it.

NURSES SOCIETY OF NEW ZEALAND *Te Kāhui Tapuhi o Aotearoa & Te Uniana o NSNZ*



23 November 2023