



**Health New Zealand | Te Whatu Ora
and Te Uniana O NSNZ (NSNZ)
Terms of Settlement
30 April 2026**

This document sets out the collective agreement clauses that form part of the Health New Zealand | Te Whatu Ora (Health NZ) Terms of Settlement (TOS).

As this is a new collective agreement between the parties, the entire proposed document is attached (Attachment 1). The proposed collective agreement should be referred to in interpreting the offer being made by the employer. However, key elements of the offer, including content not included in the collective agreement are set out below.

Signatories

 30 April 2026 Jonathan Ring Advocate Health NZ Te Whatu Ora	 30 April 2026 David Wills Director Te Uniana O NSNZ
--	--

CA CLAUSE	TITLE	DETAIL OF OFFER
Term and Conditions		
8.0	Pay rates	Set out the salary rates in section 8.0 to reflect the following increases (rate increases are in comparison to previous NZNO CA rates and Derived IEAs based on the previous NZNO CA): <ul style="list-style-type: none"> • 2.5% increase to all pay rates in CA effective 6 April 2026 • \$2,000 flat rate increase to step 5 of the enrolled nurse scale effective from 6 April 2026 • 2.0% increase to all pay rates in CA effective 6 April 2027
8.0.2	Enrolled nurse pay rates	Include the following wording below the pay table to denote that the EN Step 5 printed rate as of 6 April 2026 includes both the 2.5% pay increase and the \$2,000 pay scale adjustment. The wording also makes clear the calculation methodology: <p><i>*Printed rate includes Pay increase of 2.5% and pay scale adjustment of \$2,000. The method of calculation applies the percentage increase first, followed by the flat rate pay scale adjustment.</i></p>

10.4	Duly Authorised Officers	<p>Clause 10.4, paragraph 2 and the table under paragraph 2 of this clause will denote that Duly Authorised Officer payments are higher than previously paid under Derived IEAs based on the NZNO CA (except where higher grandparented District provisions apply):</p> <p><i>From 6 April 2026 employees who are designated as Duly Authorised Officers shall receive a \$3,500 annual allowance (pro-rata for part time staff) payable fortnightly.</i></p> <p><i>Those employees already in receipt of a higher allowance as at 1 September 2021 will be entitled to continue to receive the higher allowance.</i></p> <p>Other grandparented arrangements will continue.</p>
10.5	Authorised Officers Allowance	<p>Clause 10.5.2 will denote that Authorised Officer payments are higher than previously paid under Derived IEAs based on the NZNO CA (except where higher grandparented District provisions apply):</p> <p><i>From 6 April 2026 employees who are designated as Authorised Officers shall receive a \$3,500 annual allowance payable fortnightly. The allowance will be paid pro rata for part-time staff. Those employees already in receipt of a higher allowance as at 1 September 2021 will be entitled to continue to receive the higher allowance.</i></p>
28.1.7	Nurse practitioner professional development allowance	<p>Clause 28.1.7 will denote that Nurse Practitioners' professional development allowance payment are higher than previously paid under derived IEAs based on the NZNO CA, and that the accrual period has similarly been extended.:</p> <p><i>From 6 April 2026 Nurse Practitioners shall be entitled to an annual \$6,000 professional development allowance to support appropriate professional development opportunities. This allowance may be accrued for up to 3 years (\$18,000). Such opportunities will be discussed between the Nurse Practitioner and their line manager.</i></p> <p><i>This allowance is pro-rated for part-time employees, except for part-time employees who are solely employed by Health NZ.</i></p>

Other provisions forming part of this settlement

1. Lump Sum payments

A lump sum payment is offered. These will be pro-rated by FTE:

- \$1,300/FTE to be paid following ratification to those on the Senior Designated Nurse or Senior Designated Midwife pay scales.
- \$1,000/FTE to be paid following ratification to all other eligible staff.

These payments will be implemented as a priority. This includes making the payment of lump sums ahead of implementing new pay rates where practical and feasible. In any event, lump sum payments will be made no later than 90 days after ratification.

Calculation of an individual's lump payment will be determined by their FTE proportionality at the date of ratification.

2. Tikanga Māori Putea Allowance

The PSA Allied Health, Public Health, Scientific and Technical Collective Agreement (APHST CA) provides for an entitlement to a Tikanga Māori Putea Allowance (the Allowance). NSNZ members covered by the NSNZ Nursing CA will become entitled to access the Allowance from 6 April 2026. Te Haeranga, the Te Whatu Ora intranet site, includes guidance relating to the Allowance, which provides that approval of an application for the allowance sits with the applicant's team/lead manager; and sets out processes to determine, and address disputes about eligibility. This guidance will be updated to reflect this change in entitlement. The updated guidance will capture the expansion of coverage to include nursing and nursing workplace environments.

3. Safe Staffing

Health NZ is committed to working with the NSNZ to maintain and improve safe staffing. While current systems will continue to be used, a two-year work programme is being developed and initiated to strengthen how safe staffing is supported across different care settings. The NSNZ will be invited to participate in this work programme.

4. Graduate Recruitment

Health NZ remains committed to maximising the safe recruitment opportunities for nursing graduates in response to identified need. Skill mix and the availability of adequate supports (i.e., NETP/NESP preceptors) are key factors in how Health NZ maximises recruitment of nursing graduates.

Health NZ is committed to maximising the ongoing recruitment of graduate nurses, both within the hospital system and across the sector. Health NZ will report on graduate recruitment to union partners twice-yearly at a minimum.

Attachment 1

See Te Whatu Ora intranet