

**From:** Julie Gledhill <[Julie.Gledhill@waikatodhb.health.nz](mailto:Julie.Gledhill@waikatodhb.health.nz)>  
**Sent:** Monday, March 14, 2022 4:07:25 PM  
**To:** >  
**Subject:** RE: Nurses and Midwives - Review of Employment Conditions

Further to my e-mail of 12 November 2021 concerning your employment agreement and the bargaining fee.

Your response to the letter indicated that you did not wish to pay the bargaining fee and have your employment terms and conditions comprised of those in the "NZNO/DHB's Nursing & Midwifery Multi Employer Collective Agreement" (MECA).

To progress this matter please find attached an individual employment agreement (IEA) for your consideration. Please refer to sub-clause 7.5 of the IEA for changes to your current salary scale. Your annual salary would be increased as follows, pro-rated to hours worked if part time:

Action/Date	Current Salary Per Year	New Salary Per Year
6 September 2021 agreement and pay equity adjustment increase	\$96,378	\$102,178

If you accept the IEA then that in conjunction with this email would replace your current terms and conditions of employment. However, please note that your full time equivalent and status of employment, for example casual, full time, part time, fixed term would not change if you choose to accept.

I need to remind you that you are entitled to seek independent legal advice prior to agreeing to these changes.

To accept this offer, please confirm this by return e-mail, your new salary would then be implemented including back pay.

If I have not had response by Friday 22 April 2022, this offer will be deemed to be withdrawn. However if you would like more time to consider, just let me know.

Nga Mihi

Julie

Julie Gledhill, Practice Leader: Industrial Relations, Human Resources, Waikato District Health Board | P 07 839 8899 extn 94878, M 027 358 8013 | e [julie.gledhill@waikatodhb.health.nz](mailto:julie.gledhill@waikatodhb.health.nz) | Located at Level 1, Hockin Building, Waiora Waikato Hospital Campus, Hamilton.

Waikato DHB vision: *Healthy People. Excellent Care*

Our values: *People at heart - Te iwi ngakaunui* | Give and earn respect - Whakamana | Listen to me talk to me  
- Whakarongo | Fair play - Mauri Pai | Growing the good – Whakapakari | Stronger together – Kotahitanga