

# Te Uniana o NSNZ

**TE UNIANA o NSNZ is one of several arms of the Nurses Society. It was established by the Society to give more options in representing members.**

The Society has always provided a complete range of workplace representation and employment law services, including bargaining both individual and collective employment agreements. It has done this directly and indirectly. Since 2001, in the case of collective agreements, the Society has set up and managed some small workplace unions. This approach was adopted to comply with the Employment Relations Act 2000.

Establishing TE UNIANA o NSNZ INCORPORATED and registering it as a union gave the Society a more generic industrial arm to use when necessary in any workplace or any sector. It is designed to provide an additional mechanism for bargaining and workplace representation of members.

TE UNIANA o NSNZ is modeled on our long-established workplace unions, with a couple of key points of difference. Firstly, all members, regardless of sector, are automatically enrolled. Secondly, membership and application are not limited to a particular workplace or employing body.

*‘Te Uniana o NSNZ’ in Te Reo Māori means ‘the union of NSNZ’.*

Some key points of information about TE UNIANA o NSNZ:

- TE UNIANA o NSNZ is a registered union.
- It is an arm of the Society and is fully managed by the Society.
- Only members or associate members of the Society can hold TE UNIANA o NSNZ membership.
- There is no extra subscription or cost (direct or indirect) for TE UNIANA o NSNZ membership.
- All full members of the Society are automatically members of TE UNIANA o NSNZ, unless they expressly request otherwise. Some associate members are also eligible for membership.

What are the actual or potential benefits of this?

- It provides an extra way of delivering workplace/industrial representation for some members.
- TE UNIANA o NSNZ allows us to directly negotiate collective agreements in any part of the health service, or other sectors, when or where we so choose.

- It confers some legal rights, unique to registered unions, such as workplace access.

The workplace unions previously established by the Society are for members with private sector employers.

To date most members employed in DHBs have been on individual employment agreements (IEAs). This has not generally been a problem as most IEAs have consistently (over many years and many MECAs) always exactly or substantially matched the relevant MECA. That said, we have a wide range of options for the future including should it prove necessary and numbers permit negotiating more collective agreements.

While Te UNIANA o NSNZ is a relatively new additional arm, the Society has decades of experience with negotiations and providing effective workplace representation. The Society has operated since the 1970s and we are very experienced in both the union, and professional spaces



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