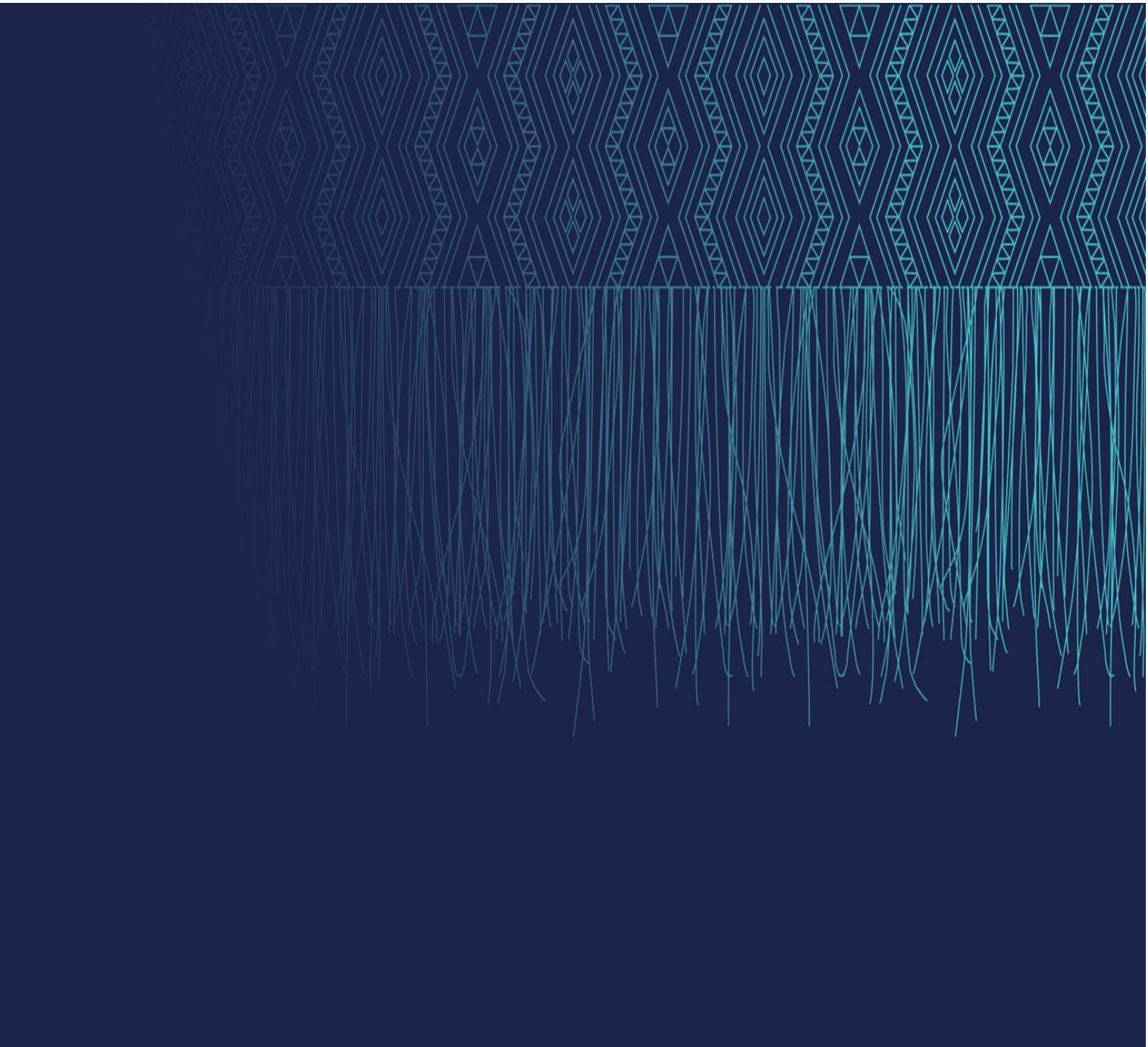


Nursing Pay Equity Claim Settlement

FAQs

August 2023



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Next Steps and General Questions

1. What is the current status of the nurses' pay equity claim?

In a recent ballot our nursing staff voted overwhelmingly in favour of the proposed nursing pay equity settlement. The settlement is an agreement between NZNO, PSA and Te Whatu Ora to settle the pay equity claim for Nursing, which includes adjusting the previous agreement in principle rates (AIP) applied from March 2022.

The settlement arose from mediation between Te Whatu Ora, NZNO and the PSA and the three parties have agreed that this litigation will now cease.

Pay rates will be amended as detailed below and back payments as detailed below will be paid.

Additional details regarding the settlement can be found on the [Te Whatu Ora website](#).

2. Who is covered by the Nursing Pay Equity Claim?

The pay equity settlement covers work being undertaken by senior nurses, registered nurses, registered obstetric nurses, public health nurses, nurse practitioners, karitane nurses, enrolled nurses, health care assistants and mental health assistants employed by Te Whatu Ora (previously the 20 DHBs).

For clarity, if a role (excluding midwives) comes within coverage of one of the relevant NZNO or PSA Nursing Collective Agreements then it is covered by the pay equity claim, regardless of whether the employee is a member of one of the unions or not. If the role is not within the coverage of one of the relevant MECAs then it is not covered by the nursing pay equity settlement (eg DoNs, Associate DoNs or equivalent roles). Midwives are excluded from this as they are covered by a separate pay equity claim.

Final Payments

Lump Sum Payment (Back pay from 1 January 2020 to 6 March 2022)

In addition to previous lump sum payments that have been made in accordance with the related criteria (\$6000 effective September 2021; \$1000 effective November 2021 and \$3000 effective March 2022), current employees covered by the Nursing pay equity settlement will receive:

- **A further lump sum payment of \$15,000 (gross) pro-rated by:**
 - Service, across the period 1 January 2020 to 6 March 2022 and
 - FTE, based on the greater of your contracted FTE as at 6 March 2022, and your actual hours worked up (excluding overtime and call back, and up to the equivalent of 1 FTE), for the period 1 January 2020 and 7 March 2022

In situations where an employee had been employed by more than one District during the period above, the currently employing District will be responsible for payment and funding of the lump sum.

3. When will I receive payment?

It is agreed within the settlement that this will be paid to current employees within four months of approval of the settlement.

Please note some variance at a local District level may be caused by other scheduled payroll implementations such as Holiday's Act.

4. What if I have had a period of parental leave/paid leave/ACC cover during this period?

These will be included as service for calculations if related to a role covered by the pay equity claim, up to the equivalent of 1 FTE.

5. What if I am currently on a period of parental leave/unpaid leave/ACC cover?

Employees on parental leave and/or receiving ACC weekly compensation, who meet the eligibility criteria for the relevant lump sum payment, will receive the payment on written application after they return to work from the relevant period of leave (or in their final pay if they do not return to work). Such employees can receive lump-sum payments while on leave without pay (as defined above) and/or receiving ACC weekly compensation on written application. It is recommended that, before making a written application, such employees should consider the potential impact of payment of a lump-sum on any other income/compensation they are in receipt of while on extended leave.

6. What if I was seconded to a role that is not covered by the pay equity claim?

If the secondment to a role not covered by the Nursing pay equity claim was in place for the whole period between 1 January 2020 and 6th March 2022, then you are not eligible for the lump sum payment. If the secondment was only in place for a portion of this time period, with the remainder in a role/s covered by the pay equity claim, then you will be entitled to a pro-rated lump sum payment.

7. What if I have changed roles?

All service in roles covered by the Nursing pay equity claim in the period 1 January 2020 and 6th March 2022, will be considered in the payment of the lump sum up to the equivalent of 1 FTE.

8. What if I am or have been employed by multiple districts?

All service in roles covered by the Nursing pay equity claim in the period 1 January 2020 and 6th March 2022, will be considered in the payment of the lump sum up to the equivalent of 1 FTE.

For lump sum payments, the currently employing District will be responsible for payment of the lump sum.

9. What if I opted out of the Nursing Pay Equity claim?

Now the settlement is agreed, the benefits of the settlement will be offered to nurses who have opted out of the claim.

Translation To Amended Rates

The amended rates will be effective from 7 March 2022. Back pay will be paid for the period 7 March 2022 to date of amended rates being implemented.

10. What are the new steps/rates?

Please see amended rates in Appendix A.

11. When will the amended rates be implemented?

It is agreed within the settlement that amended rates should be implemented within 6 weeks of approval of the settlement.

Please note some variance at a local District level may be caused by other scheduled payroll implementations such as Holiday's Act.

12. When will I receive the back pay for the amended rates?

It is agreed within the settlement that amended rates should be implemented within 4 months of approval of the settlement and that back pay on those rates will be paid within four months of the settlement.

Please note some variance at a local District level may be caused by other scheduled payroll implementations such as Holiday's Act.

13. What is my salary anniversary date?

For most individuals, your start date in your current role will be the salary anniversary date. For the majority this date is the date recorded for the purpose of time in role.

For anyone that has transferred between Districts, you will need to check whether the start date in the new District or the transferred salary increment date from your previous District has been used.

Incorrect Payments

14. What if I believe I have been placed on the wrong rate or received an incorrect payment?

Any errors to payments should be discussed with your local payroll team.

Former Employees

15. What if I have left the employment of Te Whatu Ora?

Former employees with eligible service whose employment terminated between 1 January 2020 and 6 March 2022 will be eligible for a portion of the lump sum payment in recognition of prior work (prorated by the criteria set out in Section 3).

Former employees who have left the employment of Te Whatu Ora in the period between 7 March 2022 and date of approval of the Terms of Settlement would also receive back pay for any relevant service during that time period.

As Te Whatu Ora will not necessarily have complete or current contact details for eligible former employees please ensure you download the form from this website and complete for each District of employment to apply for any back pay that may be owing. Lump sum payments will be made by the last District of employment.

Those who left the employment of Te Whatu Ora prior to 1 January 2020 are not eligible for any associated payments.

16. When will former employees receive payments?

Please note that whilst the relevant teams will look to process payments for eligible former employees as soon as is feasible, the volume and complexity of the work means we are unable to give a timeframe for when the payments will be made post application.

Former Employees Application Form can be found [here](#)

17. How do I apply?

Please email the completed form to each of your relevant District contacts as below:

District	Email to send form
Auckland	askHR@adhb.govt.nz
Bay of Plenty	employeesolutions@bopdhb.govt.nz
Canterbury	people@cdhb.health.nz
Cap Coast	payrollsupport@ccdhb.org.nz
Counties Manukau	staffservicecentre@healthsourcenz.co.nz
Hawkes Bay	payroll@hbdhb.govt.nz
Hutt Valley	payroll@huttvalleydhb.org.nz
Lakes	HR.Help@lakesdhb.govt.nz
MidCentral	Payroll.Support@midcentraldhb.govt.nz
Nelson Marlborough	payroll@nmdhb.govt.nz
Northland	payroll@northlanddhb.org.nz
South Canterbury	payroll@scdhb.health.nz
Southern	Payrollhelp@southerndhb.govt.nz
Tairāwhiti	Payroll.Support@tdh.org.nz
Taranaki	Payroll.Helpdesk@tdhb.org.nz
Waikato	HRCOE@waikatodhb.health.nz
Wairarapa	RES-HREnquiries@wairarapa.dhb.org.nz
Waitemata	staffservicecentre@healthsourcenz.co.nz

Appendix A – Amended Rate Tables

Existing scales as at 7 March 2022 alongside settlement remuneration rates

Registered and community nurses	Rate on 7 March 2022	Amended rates from 7 March 2022
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Step 7	\$95,340	\$99,630
Step 6	\$92,563	\$96,728
Step 5	\$89,868	\$93,912
Step 4	\$80,883	\$84,523
Step 3	\$76,554	\$79,999
Step 2	\$72,061	\$75,304

Enrolled, obstetric, Karitane nurses and nurse assistants	Rate on 7 March 2022	Amended rates from 7 March 2022
Step 5 (new)	\$73,609	\$76,921
Step 4	\$71,300	\$74,509
Step 3	\$68,990	\$72,095
Step 2	\$63,980	\$66,859
Step 1	\$61,146	\$63,898

Health care assistants and hospital aides	Rate on 7 March 2022	Amended rates from 7 March 2022
Step 5	\$61,540	\$64,309
Step 4	\$59,748	\$62,437
Step 3	\$58,689	\$61,330
Step 2	\$55,011	\$57,486
Step 1	\$51,770	\$54,100

Mental health assistants	Rate on 7 March 2022	Amended rates from 7 March 2022
Step 5	\$65,334	\$68,274
Step 4	\$63,431	\$66,285
Step 3	\$59,487	\$62,164
Step 2	\$54,976	\$57,450
Step 1	\$50,741	\$53,024

Senior nurses	Rate on 7 March 2022	Amended rates from 7 March 2022
Grade 1*	\$95,576	*
	\$99,253	\$105,704
	\$106,016	\$112,907
Grade 2	\$101,089	\$107,660
	\$104,765	\$111,575
	\$111,695	\$118,955
Grade 3	\$106,601	\$113,530
	\$110,282	\$117,450

	\$117,373	\$125,002
Grade 4	\$110,282	\$117,450
	\$113,956	\$121,363
	\$121,161	\$129,036
Grade 5	\$113,956	\$121,363
	\$117,632	\$125,278
	\$123,628	\$131,664
Grade 6	\$120,028	\$127,830
	\$126,529	\$134,753
	\$133,032	\$141,679
	\$143,718	\$153,060
Nurse Practitioner	\$120,028	\$127,830
	\$126,529	\$134,753
	\$133,032	\$141,679
	\$143,718	\$153,060

In the proposed settlement, the current Grade 1, Step 1 of the Senior Nurse Grade would be removed and any senior nurse on Grade 1, Step 1 would translate over onto the Step 2 (\$105,704) of the amended rates.