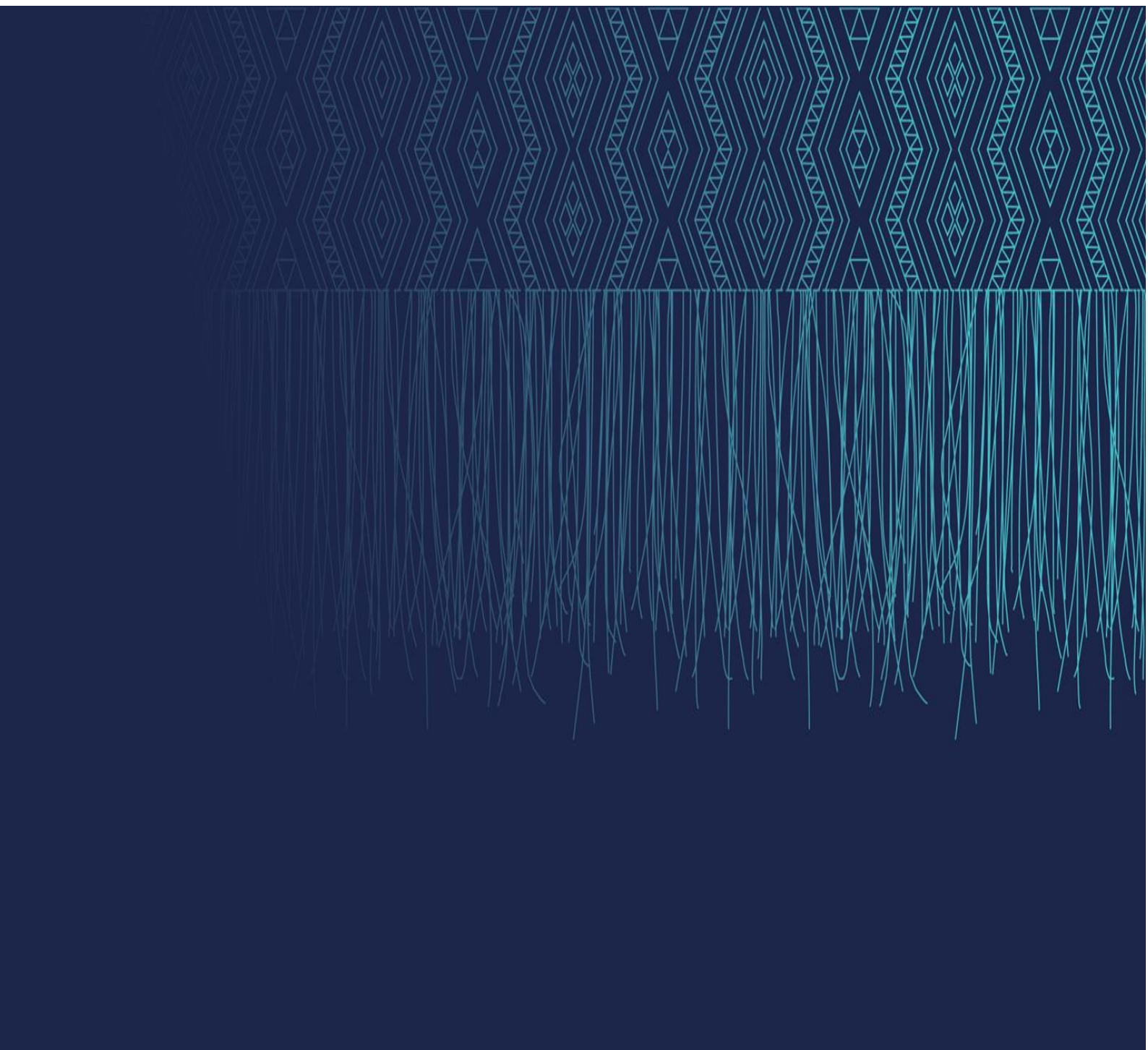


# Nursing Pay Equity Claim Proposed Settlement

## FAQs

July 2023



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# Next Steps and General Questions

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

A proposed Terms of Settlement has now been reached and NZNO and PSA are taking a historic proposed pay equity settlement out to our nursing staff for approval. The Equal Pay Act requires the proposed Pay Equity settlement goes to all employees covered by the claim for their consideration and vote, not just union members.

The offer 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.

If the majority of employees who vote decide to approve the proposed settlement, it will be agreed and implemented.

This would mean the pay rates would be amended as detailed below and back payments as detailed below would be paid. It also means that all parties discontinue all litigation they have against each other over these matters.

Details regarding both the settlement and the vote can be found on the [Te Whatu Ora website](#).

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

The pay equity claim 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 MECAs 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 claim (eg DoNs, Associate DoNs or equivalent roles). Midwives are excluded from this as they are covered by a separate pay equity claim.

# Proposed 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 claim would 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 payments?**

It is agreed within the proposed settlement that this would 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?**

The proposed settlement only applies to employees who are covered by the nurses pay equity claim. Employees who opted out from the pay equity claim are not covered by the claim and therefore cannot vote on the proposed settlement.

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

# Translation To Amended Rates

If approved, the amended rates would 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 proposed amended rates in Appendix A.

## **11. When would the amended rates be implemented?**

It is agreed within the proposed settlement that amended rates would 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 proposed settlement that amended rates would be implemented within 4 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.

## **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?**

If the proposed settlement is approved, those whose employment terminated between 1 January 2020 and 7 March 2022 will be eligible for a portion of the proposed lump sum back pay payment (prorated by the criteria set out in Section 3)

Employees who have left the employment of Te Whatu Ora in the period between 7 March 2022 and date of approval of the proposed 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 post the approval of the settlement, the volume and complexity of the work means we are unable to give a timeframe for when the payments will be made post application.

### **17. How do I apply?**

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

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

# Appendix A – Amended Rate Tables

Existing scales as at 7 March 2022 alongside proposed settlement remuneration rates

Registered and community nurses	Rate on 7 March 2022	Amended rates from 7 March 2022
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
Step 1	\$66,570	\$69,566

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 amended Step 2 (\$105,704) of the amended rates.***