

From: "xxx" <xxxx@bopdhb.govt.nz>
To: "xxxx@yahoo.co.nz" <xxx@yahoo.co.nz>
Sent: Fri, Oct 26, 2018 at 9:36
Subject: Private & Confidential - NZ District Health Boards Nursing & Midwifery Agreement

25 October 2018

Name of employee
Employee # XXXX

Work Email: xxxxn@bopdhb.govt.nz
Personal Email: xxxn@xxxxxo.nz

Private & Confidential

Dear xxx

Re: Recently settled New Zealand Nurses Organisation (NZNO) & NZ District Health Boards Nursing & Midwifery Agreement (MECA) 4 June 2018 – 31 July 2020.

As you will be aware the **NZNO** Nursing & Midwifery Collective Employment Agreement (MECA) has recently been renegotiated between the **NZ District Health Boards** and the **NZNO**.

Based on the information available to us we understand that you are not a member of the union.

Therefore, the Bay of Plenty District Health Board is offering you the following changes to your terms and conditions of employment. The changes offered will amend your terms of employment so that they are substantially similar to the recently settled terms and conditions of the **New Zealand Nurses Organisation (NZNO) & NZ District Health Boards MECA**. These amended terms are contained in the attached Individual Employment Agreement (IEA). The key changes are:

- 3.00% salary increase at 4 June 2018, a second 3% salary increase at 6 August 2018 and a third 3% salary increase at 5 August 2019.
- PDRP payments increase by \$500 for EN Accomplished (\$4,000 pa to \$4,500 pa) and EN Proficient (\$2,500 pa to \$3,000 pa).
- It also includes the new steps to the RN/RM salary scale, the EN salary scale, the HCA salary scale and also the deletion of Grade 1 of the Designated Senior Nurse and Midwife salary scale
- 3% increase on step 8 of the Community Nurse/Midwife salary scale and 3% of all of the top steps of the Designated Senior Nurse/Midwife salary scale
- Increase in the on-call rate from \$4.04 to \$8.00 and \$6.06 to \$10.00
- Payment of \$2,000 lump sum, pro rata FTE, employed with BOPDHB as at 7 August 2018.

XX, please review the attached Individual Employment Agreement (IEA) over the next 14 days. To accept this offer, please sign and return a copy of this letter and the attached IEA to Employee Solutions or scan and return to HRIR@bopdhb.govt.nz, on or before 5 pm 8 November 2018.

Should you have any queries or do not wish to accept the terms and conditions offered please let us know by 8 November 2018.

Please note that we will apply these new rates from 19 November 2018 and will deem that you have accepted the attached IEA unless we have not had notification to the contrary.

Should you wish to discuss any aspect of this offer, the please contact the Industrial Relations mailbox via email HRIR@bopdhb.govt.nz.

Yours sincerely

Name

Actual Individual Employment Attached