

Variation to Collective between NZNO and Mercy Hospital (16 March 2020 – 20 Marcy 2022)

Mercy Hospital: Variation to Clause 15.0 Remuneration and Allowances, and specifically clause 15.2 – for NZNO members covered by clause 3 of the Collective Agreement.

Discussion

Although the Mercy/NZNO collective agreement does not expire until March 2022, in recognition of the valuable role staff play in providing 'exceptional care that makes a difference' a variation as a gesture of good will, was offered.

This offer takes into account:

- Mercy's commitment to been an employer of choice and desire to align its remuneration with or above market rates;
- Considerable movements within the health sector particularly within the lower end of the pay scale;
- A new Mercy minimum rate to be implemented by the end of the year, for all staff irrespective of contract type;
- Mercy's desire to maintain job security despite the ongoing impacts of COVID and imminent risk of future lockdowns (inclusive of the risk of losing revenue streams) and;
- An external evaluation of CSSD remuneration rates facilitated by Strategic Pay who provided a job size/evaluation for this group

Application – Changes to Remuneration effective 25 October 2021

CSSD New Rates for 2021/2022 years –

Step	Current	New	Increase
Unqualified	20.25	22.50	11.1%
Qualified Year 1	22.33	24.84	11.2%
Qualified Year 2 +	23.17	25.81	11.4%
Senior	25.09	27.74	10.6%
Merit	27.81	29.12	4.7%

As this group has been revaluated, these rates are conditional to no further movement in 2022 for this group. Increases for the 2023 year may still be negotiated if the contract extends past a 12 month period.

Registered Nurse

Those roles and steps not captured below (including Registered Nurse Step 5, Step 6 and Step 7) remain in line with market and any further movements to their remuneration would form part of the 2022 negotiations, not captured as part of this variation

Registered Nurse

Step	Current	New	Increase
1	27.95	28.80	3.0%
2	30.26	30.95	2.3%
3	32.14	32.70	1.7%
4	33.96	34.46	1.5%

Enrolled Nurses

Step	Current	New	Increase
1	23.14	26.20	13.2%
2	25.04	27.50	9.8%
3	26.6	29.50	10.9%
4	28.64	30.25	5.6%

Hospital Aides

Step	Current	New	Increase
1	20.25	22.50	11.1%
2	20.25	23.50	16.0%
3	20.25	24.90	23.0%
4	20.91	25.20	20.5%
5	22.17	25.90	16.8%

Amendment to Clause 15.2

The following wage scale will replace the wage scales specified in Clause 15.2:

	Hourly Rate from 16 March 2020	Annualised	Hourly Rate from 25 October 2021	Annualised
Registered Nurses				
Seventh Year	\$39.95	\$83,335	\$39.95	\$83,335
Sixth Year	\$38.81	\$80,957	\$38.81	\$80,957
Fifth Year	\$37.72	\$78,683	\$37.72	\$78,683
Fourth Year	\$33.96	\$70,840	\$34.46	\$71,883
Third Year	\$32.14	\$67,044	\$32.70	\$68,212
Second Year	\$30.26	\$63,122	\$30.95	\$64,561
First Year	\$27.95	\$58,303	\$28.80	\$60,076
Enrolled Nurses				

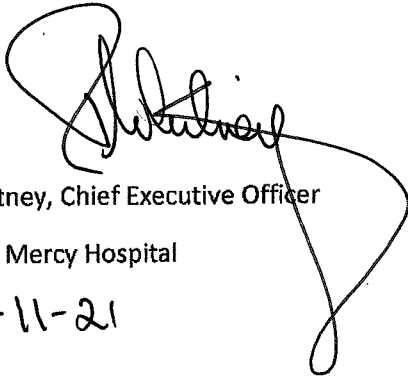
Fourth and subsequent Years	\$28.64	\$59,743	\$30.25	\$63,101
Third Year	\$26.60	\$55,487	\$29.50	\$61,537
Second Year	\$25.04	\$52,233	\$27.50	\$57,365
First Year	\$23.14	\$48,270	\$26.20	\$54,653
Hospital Aide				
Fifth and Subsequent Years	\$22.17	\$46,246	\$25.90	\$54,027
Fourth Year	\$20.91	\$46,618	\$25.20	\$52,567
Third Year	\$20.25	\$42,242	\$24.90	\$51,941
Second Year	\$20.25	\$42,242	\$23.50	\$49,021
First Year	\$20.25	\$42,242	\$22.50	\$46,935
Theatre Suite and Ward Assistant				
Second Year	\$20.25	\$42,242	\$22.50	\$46,935
First Year	\$20.25	\$42,242	\$22.50	\$46,935
<i>Note –</i>				
<i>The scale for Theatre Suite and Ward Assistants applies to staff employed after 6 March 2008.</i>				
CSSD Staff				
Merit Step ***	\$27.81	\$58,012	\$29.12	\$60,744
Senior Technician	\$25.09	\$52,338	\$27.74	\$57,866
Qualified Technician Year 2 +	\$23.17	\$48,332	\$25.81	\$53,839
Qualified Technician Year 1	\$22.33	\$46,580	\$24.84	\$51,816
Unqualified Technician	\$20.25	\$42,242	\$22.50	\$46,935
*** Merit Step Criteria				

A senior technician may apply for a merit step progression; the following criteria must be demonstrated on an annual basis to receive the salary at this level.

- Attainment of, or working towards the advanced qualification for Sterile Services or other relevant qualification
- Shares specialist knowledge or applies technical practice skills
- Leads and participates in quality improvement process changes
- Satisfactory performance development reviews

This Agreement is agreed between the parties:

For the Employer **Mercy Hospital Dunedin Limited**



Richard Whitney, Chief Executive Officer

On behalf of Mercy Hospital

Date: 10-11-21

For the Union **NZ Nurses Organisation**



Lynley Mulrine

On behalf of NZNO

Date: 8.11.21