

DRAFT TERMS OF SETTLEMENT – 4 December 2020

METLIFECARE/NZNO/E tū.

TERM

12 months from 01 April 2020 to 31 March 2021

PAY RATES – effective 1 April 2020

First Cook	\$21.80
Cook	\$20.00
Kitchen Hand L 1	\$19.30
Kitchen Hand L 2	\$19.60
Dom Aid L1	\$19.50
Dom Aid L2	\$19.80
Enrolled Nurse	\$27.30
Gardener Assistant	\$19.30
Gardener/Grounds	\$19.60
Handy Person	\$19.30
Maintenance Person	\$20.55
Security	\$19.60
Social Co-ordinator	\$19.60
Receptionist	\$19.60
NETP	\$27.85
RN Level 2	\$29.20
RN Level 3	\$33.25
RN Level 4	\$36.35

OVERTIME CLAUSE – CLAUSE 11

Amend clause as follows-

"All time worked in excess of ten hours in any one day or 80 hours fortnightly between Monday and Sunday in any fortnight period, shall count as overtime and be paid for at the rate of time and a half for all hours worked. Any overtime shall be mutually agreed by both the employer and employee. This clause shall not be used to financially disadvantage established overtime arrangement for individuals"

BEREAVEMENT LEAVE – CLAUSE 22

Amend clause as follows-

"The intent of this provision is to provide every reasonable opportunity for an employee to discharge

any obligation and/or to pay respects to a deceased person with whom the employee has had a close association. Such obligations may exist because of blood or family ties or because of particular cultural requirements such as attendance at all or part of a Tangihanga (or its equivalent) or Hura kohatu (unveilings)"

PARENTAL LEAVE – CLAUSE 23

Replace clause as follows-

'Parental leave shall be granted in accordance with the provisions of the Parental Leave and Employment Protection Act 1987 and subsequent amendments"

INTERNAL VACANCIES CLAUSE 29.6

Amend clause as follows -

'Internal vacancies shall be managed in accordance with the Metlifecare Recruitment Policy"

POLICE VETTING CHECK – CLAUSE 30

Amend clause as follows

'Offers of employment are conditional on the Employer being provided with a copy of the prospective employee's criminal conviction record via Police Vetting Checks, and being entirely satisfied, at its reasonable discretion, having considered the currency, severity and relevance of any conviction(s), with the contents of that record"

SECONDARY EMPLOYMENT/ CONFLICT OF INTEREST

Addition of new clause below

'The employer acknowledges that a significant proportion of our workforce works part time shifts and therefore may hold secondary employment, contracts, agreements or business interest and/or activities. In order to avoid conflicts of shifts, employees shall advise their employer of any secondary employment"

LEGAL LIABILITY - CLAUSE 44

Amend clause as follows-

'The employer undertakes to indemnify all employees under the company's current Professional Indemnity Policy, a copy of which is available to the union and employees on request"

Signed

For Metlifecare Limited

For NZNO


10/12/20

For E tū Incorporated


10/12/20