

Your Collective Agreement

A Summary of 2020 Negotiations for Union members working at Radius

Your unions met with Radius management over two days in October to renegotiate your Collective Agreement. Ratification meetings are a chance to hear about the offer from Radius and vote on whether or not members choose to accept. Most proposed changes are in this hand out, but there are also other documents that you are free to look at which detail all proposed changes.

The team this year achieved increases in wages, weekend rates and night rates and sick leave. The details are outlined below:

Enrolled Nurses—3% increase from 6 August 2020

| Step | 6 August 2020 |
|------|---------------|
| EN1 | \$19.47 |
| EN2 | \$20.16 |
| EN3 | \$21.35 |

Registered Nurses—3% Increase from 6 August 2020 (already paid)

| Step | 6 August 2020 |
|-------------------|---------------|
| RN1 | \$28.52 |
| RN2 | \$29.55 |
| RN3 | \$30.75 |
| RN4 | \$31.07 |
| RN1 plus InterRai | \$29.06 |
| RN2 plus InterRai | \$30.09 |
| RN3 plus InterRai | \$31.29 |
| RN4 plus InterRai | \$31.61 |
| RN New Graduate | \$24.66 |

Cleaner /Laundry—3% from 6 August 2020

| Level | 6 August 2020 |
|--------|---------------|
| Rate 1 | \$19.47 |
| Rate 2 | 19.47 |

Call 0800 28 38 48 to contact NZNO

Call 0800 1 86 466 to contact E tū

Wage scale continued

Cook—3% increase from 6 August 2020

| Level | 6 August 2020 |
|--------|---------------|
| Rate 1 | \$19.47 |
| Rate 2 | \$19.47 |
| Rate 3 | \$20.05 |

Kitchen Assistant—3% from 6 August 2020

| Level | 6 August 2020 |
|--------|---------------|
| Rate 1 | \$19.47 |
| Rate 2 | \$19.47 |

HCA and Activity Co-ordinator (employed after 1 July 2017)—from 1 July 2019

| Step | 1 July 2019 |
|------|-------------|
| 1 | \$20.50 |
| 2 | \$21.50 |
| 3 | \$23.00 |
| 4 | \$25.50 |

HCA and Activity Co-ordinator (employed before 1 July 2017) - from 1 July 2019

| Step | 1 July 2019 |
|------|-------------|
| 1 | \$20.50 |
| 2 | \$21.50 |
| 3 | \$23.00 |
| 4 | \$24.50 |
| 4b | \$25.50 |

Night Shift Allowance (per shift) - 3% increase

| | |
|-----------------|--------|
| Per night shift | \$5.89 |
|-----------------|--------|

Weekend Shift Allowance

| | |
|-------------------|--------|
| Per Weekend shift | \$8.81 |
|-------------------|--------|

Term of the Agreement—12 months

Sick Leave—new employees will now get 6 days paid sick leave from the start of their employment.

Movement off the minimum wage— a significant achievement of your bargaining team this year was to move the base rate for our household members and our EN members off the minimum wage. This will be an ongoing challenge for 2021 also.