

Draft Terms Of Settlement – 3 March 2023

Metlifecare/NZNO/E tū

TERM

- 12 months from 01 August 2022 to 31 July 2023

SCHEDULE 1 – PAY RATES

Replace Schedule 1 with the following;

PAY EQUITY SETTLEMENT ROLES – HOURLY RATE FOR CAREGIVERS, HOME SUPPORT WORKERS, DIVERSIONAL THERAPISTS AND ACTIVITIES CO-ORDINATORS

The following minimum rates are to be paid from 1 April 2023. In the event that a further legislated pay equity settlement is reached, the pay rates set out in that settlement will be payable from the date set out in the settlement. For the avoidance of doubt, the increase in rates reflected in the pay bands below will not be added to any new legislated pay equity settlement.

Pay Equity Settlement minimum rate progression for employees in Caregiver, Home Support Worker, Diversional Therapist and Activities Co-ordinator roles employed;

- on or before 1 July 2017 is based on qualifications or length of service whichever is most advantageous for the employee
- after 1 July 2017 is based on qualifications only; tenure shall not apply

<u>Length of Service</u>	<u>Qualification</u>	<u>Pay Band</u>	<u>From 1 April 2023</u>
<3 years' service OR	Level 0*	L0	\$ 22.71
3+ to 8 years' service OR	Level 2*	L2*	\$ 24.30
8+ to 12 years' service OR	Level 3*	L3*	\$ 26.42
12+ years' continuous service commencing on or prior to 30 June 2017	-	L4a	\$ 27.47
-	Level 4*	L4b*	\$ 28.53

*Qualifications are those recognised by NZQA

CLASSIFICATION – NON-PAY EQUITY SETTLEMENT ROLES – HOURLY RATE

The following are the minimum rate of wages payable under this Agreement for Non-Pay Equity Settlement roles.

Covered Roles		From 1 August 2022
First Cook	\$	25.21
Cook	\$	24.02
Kitchen Hand - Level 1	\$	23.00
Kitchen Hand - Level 2	\$	23.34
Domestic Aid - Level 1	\$	23.23
Domestic Aid - Level 2	\$	23.79
Gardener's Assistant	\$	23.00
Gardner/Grounds Person	\$	23.34
Handy Person	\$	23.00
Maintenance Person	\$	23.91
Security Person	\$	23.34
Social Coordinator	\$	23.34
Receptionist	\$	23.34
Enrolled Nurse	\$	29.10
Level 1 New Entrants to Practice	\$	32.00
Level 2 Registered Nurse	\$	32.80
Level 3 Registered Nurse	\$	36.00
Level 4 Senior Registered Nurse	\$	39.00

Union members undertaking non-pay equity settlement roles (excluding Enrolled Nurses, Registered Nurses and Senior Registered Nurses) under the coverage clause for the term of this agreement shall receive an increase to paid rates of no less than 5% effective 1 August 2022.

Where the minimum wage increase applying during the term of this agreement rises above the rates paid to employees then those rates shall increase at the same time, up to the minimum wage plus 30 cents.

SCHEDULE 1 – ALLOWANCES – effective 1 April 2023

ALLOWANCES WHICH MAY BE PAID IN ADDITION TO BASE PAY	
Weekend Allowance	For work between midnight Friday and midnight Sunday the following rate applies: \$3.80 per hour for all hours worked.
On Call Allowance	\$30.00 per 24 hour period
Call Back Allowance	Minimum payment of 3 hours at ordinary rate of pay unless overtime is required.
Shift Charge Allowance (Caregiver L0 or L2)	\$0.80 per hour
Facility Supervisor Allowance (Registered Nurses other than Senior RNs)	\$1.10 per hour (not accumulative with Shift Charge Allowance)
Night Shift Allowance	\$15.00 per night
Medication Allowance	\$5 per shift for level 4 qualified Caregivers who are medication administration competent to administer medicines as and when required by the Nurse Manager. There will be no more than one level 4 qualified caregiver approved per shift unless specifically required and requested by the Nurse Manager
Statutory Allowance	All hours worked on Statutory Holidays shall be paid as follows: ANZAC and Waitangi Day T2 the Ordinary Rate Christmas and New Year’s Day T2 the Ordinary Rate All other Statutory Holidays T1.5 the Ordinary Rate

RATES OF WAGES AND ALLOWANCES – CLAUSE 12.2

Amend rates as follows:

- Weekend Allowance rate \$3.80 per hour worked
- Night Shift Allowance rate \$15.00 per night

EDUCATION – CLAUSE 15.3 – effective 1 April 2023

- Amend clause as follows;

‘When the employee undertakes education that is directed, required and approved by the Employer, whether online or in person, then upon successful completion, the Employer will pay for course fees and reasonable travel and accommodation. If the employee is required to attend education courses when he/she would normally be rostered to work, he/she will be paid for the hours that he/she would normally be rostered for.’

PUBLIC HOLIDAYS – CLAUSE 17

- Amend clause 17.1 as follows;

Employees who work on Christmas Day, Boxing Day, New Year’s Day, the day following New Year’s Day, Waitangi Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Matariki, Anniversary Day (or a day in lieu thereof) shall be paid the penal rates specified in the Schedule of Wages and Allowances for all hours worked on such days. In addition, employees who are required to work on the above public holidays shall be entitled to an alternative holiday for working on these days if it would have otherwise been a working day.

- Amend clause 17.2 as follows;

Where an employee is not required to work on one of the holidays referred to in 17.1, it being a day that would otherwise have been a working day for the employee, the employee shall be paid their relevant hourly/daily rate of pay for that day.

In the case of part time employees who do not work a regular pattern or fixed shifts they must have worked on that day fifty percent or more of the time in the last six weeks for the day to be considered an otherwise working day.

OTHER MATTERS OUTSIDE THE CEA

1. Te Tiriti

The parties are committed to working together during the term of this agreement to identify appropriate ways to broaden our understanding and knowledge of the principles of Te Tiriti o Waitangi and tikanga.

2. Pay Parity For Registered Nurses

The parties acknowledge the desire to increase printed rates for registered nurses under the coverage of this agreement. The additional pay parity funding agreements have now been

received from Te Whatu Ora for the period 1 April to 1 July and this funding will be allocated according to the agreements once the funding has been received.

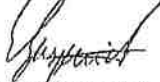
3. Discretionary Wellbeing and Birthday Leave Policy

Employees can access the details of this policy on Metlifecare's intranet – Metnet.

Signed

Date

For Metlifecare Limited



Earl Gasparich
Chief Executive Officer

For NZNO



10/03/23 .

For E tū Incorporated



10/3/23