

Terms of Settlement of Bargaining between -

**CCS Disability Action Northland Inc
CCS Disability Action Auckland Inc
CCS Disability Action Waikato Inc
CCS Disability Action Bay of Plenty Inc
CCS Disability Action Manawatu-Horowhenua Inc
CCS Disability Action Whanganui Inc
CCS Disability Action Tairāwhiti Hawkes Bay Inc
CCS Disability Action Wairarapa Inc
CCS Disability Action North Taranaki Inc
CCS Disability Action South and Central Taranaki Inc
CCS Disability Action Wellington Inc
CCS Disability Action Nelson Marlborough Inc
CCS Disability Action Canterbury and West Coast Inc
CCS Disability Action South Canterbury Inc
CCS Disability Action Waitaki Inc
CCS Disability Action Otago Inc
CCS Disability Action Southland Inc**

And

E tū

The bargaining representatives for members of E tū union employed by CCS Disability Action and the employer have reached agreement on the following proposed terms of settlement.

These terms are subject to confirmation of the agreement reached at the table and to support ratification, in accordance with the ratification procedures notified at the beginning of the bargaining.

If ratified, these terms and conditions will be binding on the parties and will be incorporated in a collective employment agreement binding union members whose work comes within the coverage specified [“the agreement”].

1. Term
12-month term from 1 July 2023 – 30 June 2024
2. The following wording will be added at the front of the agreement before clause 1.

The parties acknowledge the authority of Te Tiriti o Waitangi, and the unique status of Māori as tangata whenua of Aotearoa/New Zealand.

The parties are committed to alignment with Te Tiriti o Waitangi and will promote and enable an understanding of the articles and principles and their implementation in the workplace. The way this will be promoted and enabled will be defined through organisational strategy and operational policies and procedures.

JH.....KB [initial here]

3. Agreement to add to clause 5 – hours of work:
5.9: The parties commit to working together to ensure safe staffing practices are followed within all areas of the organisation.
4. Guaranteed hours of work.
CCS Disability Action agrees to develop principles around guaranteed hours of work. These principles will cover determining and varying minimum guaranteed hours and include frequency of review of these hours. We agree to consult with the union regarding these principles. Furthermore, CCS Disability Action will review the hours currently being paid to staff. This piece of work, including the review of current hours and principles of guaranteed hours of work will be completed by 31 March 2024.
5. Clause 9 – Clothing Allowance:
The clothing allowance rate will increase from \$312 per year to \$333 per year available for reimbursements.
6. Clause 11 – On-call
The on-call rates will increase to:
Level 2 - \$22 (gross) per day (currently \$20 per day)
Level 3 - \$44 (gross) per day (currently \$40 per day)
7. Clause 13 – Reimbursing expenses
CCS Disability Action agree this process needs to be made clear for all staff and ensure there are not unnecessary delays with reimbursement. The process for claiming a reimbursement will be outlined on the reimbursement form so there is no confusion. We also agree to investigate whether this process can be incorporated into Te Puna Kōrero.
8. Clause 18 - Sick leave
Amendments to this clause:
18.3 – Sick leave shall accumulate up to a maximum of 60 days (currently 45 days).
Insert new clause
18.10 - Additional sick leave of up to 5 days per annum may be available in exceptional circumstances. This additional sick leave must be approved by a General Manager.
9. Clause 19 – Bereavement leave
Insert new clause
19.1.3: An employee can use the leave provisions in this clause when they, or their partner, experience a miscarriage or stillbirth of their child.

Add new clause 19.5 - Further bereavement leave may be discretionally provided to a total of 5 days.

914 KS [initial here]

Year Three	\$22.00	\$26.94
Maximum	\$22.50	\$29.10

Band B - Coordinators:

	Current - 1 December 2022		OFFER – 1 July 2023	
	Hourly rate	Annual salary (37.5 hr week)	Hourly rate	Annual salary (37.5 hr week)
L1	\$28.25	\$55,087	\$29.10	\$56,745
L2	\$28.75	\$56,062	\$29.61	\$57,740
L3	\$29.25	\$57,037	\$30.13	\$58,754
L4	\$29.75	\$58,012	\$30.64	\$59,748
L5	\$30.25	\$58,987	\$31.16	\$60,762
L6	\$30.75	\$59,962	\$31.67	\$61,757
Maximum	\$34.25	\$66,787	\$35.28	\$68,796

Band C - Administration:

Level	Current - 1 July 2022		OFFER – 1 July 2023	
	Hourly rate	Annual salary (37.5 hr week)	Hourly rate	Annual salary (37.5 hour week)
L1	\$23.80	\$46,410	\$24.51	\$47,795
L2	\$25.40	\$49,530	\$26.16	\$51,012
L3	\$26.00	\$50,700	\$26.78	\$52,221
L4	\$27.44	\$53,508	\$28.26	\$55,107
L5	\$28.10	\$54,795	\$28.94	\$56,433
L6	\$28.80	\$56,160	\$29.66	\$57,837
L7	\$29.50	\$57,525	\$30.39	\$59,261
L8	\$30.50	\$59,475	\$31.42	\$61,269
Maximum	\$31.50	\$61,425	\$32.45	\$63,278

Band D – Speech Language Therapists and Early Intervention Specialists

	Hourly rate	Annual rate (37.5 hour week)	OFFER Update scale:	Annual rate (37.5 hour week)
Minimum	\$32.51	\$63,394	\$33.80	\$65,910
Maximum	\$39.35	\$76,740	\$40.91	\$79,775

JH.....*KS*...[initial here]

CCS Disability Action will commit to updating their bereavement leave policy to ensure a standardised application and execution of this across the organisation.

10. Cultural leave
CCS Disability Action agrees to further investigate the possibility of introducing a process for providing Cultural leave in a way that works for our organisation.

11. Clause 33 – Training
Agree to add:
33.3 - The employer is committed to supporting employees to move through a training program, to obtain appropriate qualifications for their occupation.

33.4 - If an employee has any concern about their training plan, that have not been dealt with by their manager, or if they consider there are unnecessary or unreasonable delays, they are reminded of the right of appeal, referred to in clause 47, they may contact the national HR manager.

12. Remuneration

Band A - Support workers:

Length of Service	Qualification	Pay Band	Current 1 July 2022	Current 1 April 2023	OFFER - 1 July 2023
<3 years' service OR	Level 0	L0	\$22.49	\$23.70	\$23.70
3+ to 8 years' service OR	Level 2	L2	\$24.06		\$24.78
8+ to 12 years' service OR	Level 3	L3	\$26.16		\$26.94
12+ years' service(as at 1 July 2017) OR	Level 4	L4b	\$28.25		\$29.10
12 years' service after 1 July 2017		L4a*	\$27.20		\$28.02

Band A – Others

	Current Hourly rate Effective 1 July 2021	Offer – 1 July 2023
Year One	\$21.00	\$23.70
Year Two	\$21.50	\$24.78

JH...KS...[initial here]

Signed on behalf of E tū:

Name: Ian Hodgetts Date: 18/9/23

Signature: Ian Hodgetts

Signed on behalf of CCS Disability Action:

Name: Kate Single Date: 19/9/23

Signature: Kate

