

Terms of Settlement for CHT and NZNO/E tū CEA Negotiations 2024

Updates to Contracts

1. HCA, EN and RN Pay Rates:

Update Appendix A – Wages and Allowances as below:

(a) Wage rates for Registered and Enrolled Nurses covered by this agreement to be increased from 1st July 2024, as outlined in the table below.

Registered Nurses

	1-Jul-23	1-Jul-24	Increase
Step 1	35.27	36.33	3.0%
Step 2	38.02	39.16	3.0%
Step 3	40.27	41.48	3.0%
Step 4	42.44	43.71	3.0%
Step 5	46.94	48.35	3.0%
Step 6	48.29	49.74	3.0%
Step 7	49.68	51.17	3.0%

Enrolled Nurses

	1-Jul-23	1-Jul-24	Increase
Step 1 (TWO Step 2)	33.97	34.99	3.0%
Step 2 (TWO Step 3)	36.48	37.57	3.0%
Step 3 (TWO Step 4)	37.64	38.77	3.0%

Wage rates for HCA, Activities Coordinators and Diversional Therapists are set in reference to the Support Workers (Pay Equity) Settlements Amendment Bill, with a 3% increase from 1st July 2023 and a further 3.2% increase from 1st July 2024, summarised in the table below.

Care and Support Workers

	1-Jul-23	1-Jul-24	Increase
Level 0	23.38	24.13	3.2%
Level 2	24.78	25.57	3.2%
Level 3	26.94	27.80	3.2%
Level 4a	28.02	28.92	3.2%
Level 4b	29.10	30.03	3.2%

2. HCA/AC Weekend Allowance:

Update Appendix A – Wages and Allowances as below:

Classification	Weekend Allowance		Increase
	1-Jul-2023	1-Jul-2024	
Healthcare Assistant	\$5.50 per hour	\$5.75 per hour	4.5%
Activities Co-ordinator	\$5.50 per hour	\$5.75 per hour	4.5%

3. Overtime:

Remove clause f).

Add new to Clause 6 Hours of Work:

- i) As a general principle, where practicable, and based on the required skill for the shift, when additional ad-hoc shifts are available, these will be equitably offered to current Employees in the first instance.

4. Sector Advocacy Leave (new clause)

The employer shall grant reasonable paid time off to union delegates to organise and lobby for agreed industry funding initiatives:

- The use of this time must be subject to at least 14 days' notice by the union to the relevant Manager.
- The Manager and the union will take in to account the operational requirements of the care home before approving or requesting employee release.
- The request to utilise this "sector advocacy leave" must be accompanied by a written request detailing how much time will be spent and the anticipated outcome of the lobbying.
- Approval for such leave shall be at the discretion of the employer and will not be unreasonably withheld
- No more than two union members per worksite may use this leave at any one time.

5. Medication Competency Allowance:

Appendix A – Clause (e) to apply to all care homes (i.e. to include the care homes acquired on 1 February 2024) prospectively from the date of signing the ratified CEA.

6. Duty Leader Allowance:

New clause to Appendix A – Wages and Allowances:

For the care homes CHT owned prior to 1 February 2024 the Duty Leader Allowance will apply prospectively from the date of signing the ratified CEA.

(f) A Duty Leader Allowance of \$2 per hour is payable for the appointed Registered Nurse rostered as Duty Leader, by the Manager, when there is no Unit Coordinator, Clinical Coordinator or Care Home Manager on site for eligible shifts.

Eligible shifts are morning and afternoon shifts on the weekend or public holidays only.

7. Care Plans

In respect of the Unions' claim for rostered time off the floor for RNs/ENs to complete Care Plans, CHT agrees to review the situation once the InterRAI upgrade has been in place for 6 months.

8. Orientation/induction

CHT offers a full induction including a mandatory training programme for all new starters, as well as site-specific induction for those transferring from one CHT site to another. Employees are expected to be fully engaged in the induction process including completing mandatory training on time. If you feel that you, or another permanent/casual employee you work with, need additional support (either if you feel additional training is required or if additional support/time is needed to access and complete training), please let your care home manager know.

9. Term

One-year term agreed: 1 July 2024 – 30 June 2025

Signed on behalf of:

	CHT Healthcare Trust	New Zealand Nurses Organisation	E tū Incorporated
Name	Carriann Hall	Justine Sachs	Mike Shattky
Signature			
Date			