



1<sup>st</sup> June 2018

Dear Members,

We once again met with the DHB bargaining team 22<sup>nd</sup> and 23<sup>rd</sup> May 2018. As you may remember the previous round resulted in us putting a short-term deal to the DHB team so as to move things forward given our ongoing frustration at the lengthy process to date.

The negotiations began with the DHB team rejecting the deal on the grounds that:-

- The deal was unaffordable
- Did not meet or address the DHBs' views regarding Schedule 10
- Did not meet or address the DHBs' desire to change the remuneration model (i.e. clause 8.1.2)

We did push their team to try and find out whether a counter offer was considered and if so what it comprised of, but they were unwilling to provide any more detail other than the above. The DHB team made clear that they were not going to consider any settlement that did not resolve the second two bullet points above.

#### Schedule 10

The DHB team suggested a large national hui to investigate the impact of schedule 10, we responded that we would always engage with DHBs on issues or topics relating to RMOs. On that basis the DHB took some time putting together an agenda or TOR for this hui. However, what quickly became apparent was that what the DHB bargaining team wanted was: -

- The bargaining to be put on hold whilst the hui took place
- That the hui would include a cast of thousands including such groups as the MCNZ and the NZMA
- That the hui would then make recommendations to inform bargaining

As you will appreciate this was not acceptable to us. We insisted that bargaining continues, that groups outside of the DHB and NZRDA should not inform bargaining and that whilst we are prepared to have a conversation with various groups this should sit outside the negotiations. We also considered another proposal whereby once a roster is implemented if there are identified impacts or changes that need to be made, then the NZRDA and DHBs could meet and work on addressing or investigating the matter further.

## Remuneration Model

We agreed to meet with the DHB advocates to discuss remuneration model alternatives and did so Wednesday 30<sup>th</sup> May. The DHB team tabled two alternative models which we are currently exploring and will report on shortly. We made the point that any new remuneration model must not:-

- Result in the loss of pay for any member
- Result in unsocial hours being more easily and cheaply worked
- Result in a move towards shift rosters

We concluded the bargaining 22<sup>nd</sup> and 23<sup>rd</sup> by making the point that the bargaining has become too obsessed with schedule 10 and that given the assurance of the DHBs that there is no plan to roll back schedule 10 then why so much conversation. We pointed out that we still were waiting to get a more in depth response to our claims.

We meet again 25<sup>th</sup> and 26<sup>th</sup> June and hope to make some real headway at that time. As always, your feedback is most appreciated.

The bargaining team.