

2018 MECA BARGAINING

protect & improve



14th December, 2018

Dear Members,

We returned to bargaining today to provide to the DHB team the feedback both from members and delegates and the outcome of the indicative ballot being an overwhelming rejection of the DHBs' bottom line proposal.

After absorbing this information they returned with the following:-

- Delete NZRDA from all current clauses requiring RDA agreement but with 3 exceptions; rostering two shifts in one day and schedule 4 rules for ED and ICU being varied. They still want to remove the requirement for agreement to rotate you to another DHB or hospital, changes to the manner in which your training is delivered, introduction of shift work e.g. to the 8 hour rotating shift work type rosters (nursing rosters).
- They offered to keep 2/3s agreement being required to change a run description but on the basis of 2/3's of those who participate in the process. Or if this was not favourable to us they were prepared to go back to the model where the DHB has the final word around changes to run descriptions.
- Keep 8.1.2 as it is however instead they want to keep the deduction model and increase the deduction amounts to "full rate of pay" and to include scales for deductions to match average hours of work. They were vague as to how full rate of pay would be deducted but we estimate this to be an increase from \$200 per day for a year 1 house officer to \$350 per day. The inclusion of the scales means the more hours you work the higher the amount of the deduction.

They did not move on the other components of their bottom line being:

- 2.5% pay increase December 2018 with a second 3% increase December 2019
- Lump sum payment of \$2000 regardless of whether you are a registrar, house officer or what pay category you have earned since February 2018.
- Contract to expire 30 November 2020 (33 month term)
- Remove the requirement under schedule 10 that rostered days off be attached to an unworked weekend (which is currently possible by agreement of the NZRDA)
- Allow "Alternative Rosters" without schedule 10 rosters as they are currently described having been investigated or trialled and without requiring the agreement of the NZRDA.
- Increase in the on call allowance from \$4 to \$8 but the minimum payment period for a call back to go from 4 hours to 3 hours. This will have a net effect of reducing payment where a callback occurs.
- Move both the ED and ICU provisions from schedule 4 into the body of the collective – a reduction of protections for our colleagues in ICU.

- Remove Waikato exception for ED where they currently must have no less than 3 weekends in 5 off duty
- Increase cross cover payment from \$150 to \$165

So now the ballot for strike action has been sent to you all and hopefully you are all participating. We had a great response to the indicative ballot and want to thank you all for being involved and having your say, it is hugely helpful to the bargaining team.