

2019 MECA BARGAINING

protect & improve



24th January 2019

Dear Members,

You may have seen the DHBs put out a press release immediately following mediation (our response on FB for your information) therefore we wanted to get this update to you ASAP so you are aware of what transpired...

We attended mediation today with the hope to settle the contract and thereby avoid further strike action however it became clear that the DHBs were still unwilling to withdraw their clawbacks.

We put forward a proposal to the DHB team basically: -

1. Keeping the current contract unchanged; and
2. Pay rises in line with the going rates in health, being an annual 3% pay rise over the next three years (effectively making this a 4 year contract) and a lump sum; and
3. An "alternative rostering" provision to be added to schedule 10 to provide for other rostering patterns that deliver care and training without lessening the health and safety of those RMOs working them.

The proposal included an ASMS and NZRDA agreement to work together to address any potential unintended consequences resulting from Schedule 10.

We also raised the offer from the outgoing chair of the Medical Council of NZ to assist with resolving issues between ourselves and the DHBs.

However, this was in vain with the DHB team rejecting the proposal, refusing to withdraw the major clawbacks and wouldn't engage on either the MCNZ or the NZRDA-ASMS joint proposal. They responded stating that they could agree to a 3% + 3% + 3% pay rise over the next three years but only if we agreed to their clawbacks and in particular deleting the NZRDA from a number of current clauses that include the requirement to get RDA agreement / sign off.

Nonetheless, the employers were clearly rattled... we 'informally' understand they did not expect the first strike to be as successful as it was, they know more of you have joined the RDA since this campaign started so the next strike is likely to be at least if not more powerful than the last.

And you have withstood being hounded by managers and payrolls about your intentions to strike or otherwise so great work! It is not easy to stand up for what you believe in against the powers that be... even if it is the right thing to do!

Kind Regards,

NZRDA