

**Proposed Variation to Multi-Employer Collective Agreement between New Zealand Nurses Organisation and Listed Specified Hospices (1 September 2017 – 31 August 2020)**

**Waikato Community Hospice Trust**

**23 March 2018**

**Variation to Clause 8.0 Wages - Designated Senior Registered Nurses**

The following wage scale shall apply in addition to clause 8.0:

**Designated Senior Nurse Salary Scale**

Grade	From 1 September 2017	From 1 September 2018	From 1 September 2019
<b>Senior 1</b>	\$80,323	\$81,929	\$83,568
	\$83,414	\$85,082	\$86,784
	\$86,503	\$88,233	\$89,998
<b>Senior 2</b>	\$84,957	\$86,656	\$88,389
	\$88,047	\$89,808	\$91,604
	\$91,137	\$92,960	\$94,819

The above salaries are based on a 40-hour work week. Part time staff will be paid on a pro-rata basis.

Progression through the steps in each salary grade shall be annual, subject to satisfactory performance, on the anniversary date of appointment to the designated senior nurse position. Movement between grades shall be on the basis of appointment to a higher graded position.

On appointment of new staff, placement on the salary scale will be based on job size, job content, responsibility, experience and qualifications.

It is noted that the above salary rates encompass penal rates and therefore those employees paid according to the above scale are not entitled to penal rates.

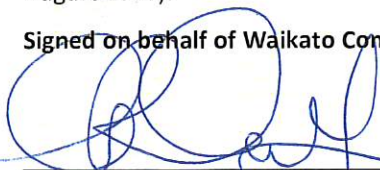
It is noted that the above salary rates encompass the following allowances and payments:

- Professional Development Recognition Programme Payment (PDRP) RNs (Clause 8.0)
- Qualification recognition payments (Clause 8.0)
- Community Nurse Allowance (Clause 10.3)
- Uniforms and Protective Clothing – clothing allowance (Clause 27.4)

Therefore, those employees paid according to the Designated Senior Nurse Salary Scale are not entitled to any of the above-mentioned allowances and payments.

In addition to Clause 8.0(b), all Hospice nurses employed into Designated Senior Nurse positions are required to have completed their PDRP at the Senior Nurse level relevant to their role by the end of the collective agreement (31 August 2020).

**Signed on behalf of Waikato Community Hospice Trust**



Name & Designation: *Craig Tamblyn, CEO*

*16/05/2018*

Date:

**Signed on behalf of New Zealand Nurses Organisation**



Name & Designation:

*Mike Yeats  
 NZNO Industrial Advisor*

*23/05/18*

Date: