

## Variation to Collective (Employment) Agreement:

### Between

Southern Cross Healthcare Limited (Trading as Southern Cross Rotorua)

### And

The New Zealand Nurses Organisation (NZNO)

### Terms of Settlement

#### A: Changes to the Collective Agreement:

1. A new subclause (15.2(a)) is hereby inserted into the collective agreement, this reads:

**"15.2(a).1 Telephone On-Call** Where an employee is rostered on an on-call telephone-roster (being a roster that provides for employees to make themselves available to provide services remotely by telephone only, without the need to physically attend a call-back), after their usual hours of work have been worked, they shall be paid a telephone on-call allowance in addition to their usual salary and any other applicable allowances, of \$ 4.00 per hour, except on public holidays (as defined by the Holidays Act) where the rate shall then be \$8.00 per hour.

An employee who is subsequently required to undertake 'work' by telephone during such an on-call period, shall be paid in accordance with their standard hourly rate of pay for work at minimum increments of 15 minutes, for that work. The payment for such 'work' is to be made instead of, not in addition to, the telephone-on-call allowance and only for the specific time worked."

#### B: Other Matters Outside the Collective Agreement Terms and Conditions:

2. The Employer undertakes to provide backpay to the two staff members who currently undertake on-call telephone services (being the Oncology Nursing Team) at the difference between their entitlement under this new subclause and the rates that they were previously paid for providing these services between 08 January 2021 and the date of the signing of this agreement (being the new date that this subclause will otherwise become applicable).

Signed:  (Brenda Brickland for NZNO)

Date: 20 July 2021

Signed:  (Stephanie Thomson for Southern Cross Healthcare Limited (Trading as Southern Cross Rotorua))

Date: 20/7/21