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# All District Health Boards

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5 October 2018

Ashok Shankar  
National DHB Organiser  
NZ Public Service Association – Te Pūkenga Here Tikanga Mahi

By email: [ashok.shankar@psa.org.nz](mailto:ashok.shankar@psa.org.nz)

Dear Ashok

**Offer for Settlement of the PSA Rest of New Zealand and Auckland Region Allied, Public Health & Technical MECAs**

I am pleased to confirm that the 20 DHBs' Employment Relations Strategy Group has approved the DHBs' formal offer for settlement of the PSA Rest of New Zealand (RoNZ) and Auckland Region Allied, Public Health & Technical MECAs.

This offer comprises the terms of settlement signed on 28 September 2018 (attached to this letter) with the additions and amendments outlined in the Appendix to this letter as we have discussed subsequently. We are currently drafting the MECA document and should have these to you for review and confirmation early next week. We have agreed to do some work on the visual presentation of these documents which PSA will lead.

We understand the PSA's ratification process is to run from 22 October to 9 November 2018. We acknowledge that the PSA are recommending that members accept these offers. The bargaining fee ballot process to run subsequent to that. We are drafting our implementation guidance to the DHBs in anticipation of a successful ratification outcome and will share a draft of that with the PSA for comment.

Lastly, can we reiterate our thanks to you and your team for the constructive manner in which these negotiations were conducted. We appreciate that it took a long time to ultimately resolve; we believe the settlement is a very positive acknowledgement of our allied, public health and technical staff and your members' contribution to the delivery of care to our patients and communities. Thank you to you and Sue for your leadership throughout these negotiations.

Yours sincerely



Aaron Crawford  
for the 20 District Health Boards

**Proposed additions and amendments to Terms of Settlement for the Allied, Public Health & Technical MECAs (signed 28 September 2018)**

*1.8 Additional Progression Step*

a) [Rest of New Zealand]

- iii. From 4 August 2020, the step 8 of the Medical Laboratory Scientists scale (\$80,292 p.a.) will become the new Additional Progression Step.
- vi. Include Scientific Officers (with effect from 4 August 2020).

b) [Auckland Region]

- iii. From 4 August 2020, the step 14 of the Medical Laboratory Scientists scale (\$79,504 p.a.) will become the new Additional Progression Step.

The current basis of access of AODCs to steps 7 and 8 of their scale will be preserved. From August 2020, with the addition of the new automatic step 7, these arrangements will continue to apply for access to steps 8 and 9 in the new scale.

- vi. Remove the reference to AODC scale in the proposed new wording for 5.1.4 and include Scientific Officers (with effect from 4 August 2020).

*1.9 Assistants and Technicians' Scales*

Confirm the effective dates of the changes described in a) to d) is 3 September 2018.

Confirm the title of the Pharmacy Technician qualifications in c) is Level 5 or 6 National or New Zealand Certificates in Pharmacy (Pharmacy Technician), accepting that there may be an alternate title(s).

Confirm the title of the Sterile Supply qualification in d) is Level 5 Certificate in Advanced Sterilising Technology, accepting that there may be an alternate title.

*1.10 Other Scales*

Confirm the effective date of the change described in a) is 3 September 2018.

We understand the intention of the parties is to maintain the alignment described in b) to d) on an ongoing basis and propose to record an undertaking that in the event that these scales change in the 'parent' document, the DHBs and the PSA will review the arrangements described in the Appendices.

*1.11 On Call Allowance*

Confirm the effective date of the increase to on call rates is 3 September 2018.

*1.12 DAO Allowance*

Confirm the effective date of the increase to the DAO Allowance is 3 September 2018.

### 1.13 Pay Equity

Replace the wording in the signed Terms of Settlement with the following:

The DHBs acknowledge the PSA's pay equity claims for the RoNZ and Auckland MECAs tabled at bargaining on 26 July 2018. The parties further acknowledge the broad coverage of the claim to all professions covered by the MECAs. The parties commit to proceed with the claim and agree to utilise the State Services Commission/Council of Trade Unions Terms of Reference for Addressing Identified Pay Equity Claims in the State sector (9 May 2017) to inform and guide the application of the Joint Working Group's pay equity principles to this claim. The parties agree to have an initial meeting no later than 31 March 2019 to plan their approach to resolving this claim.

The parties note that the Union ultimately reserves the right to revert back to the legal process under existing law.

### 2.2 Leadership

- c) From Monday, 3 September 2018, the salary rates for the steps above the current APS step for the following groups will be aligned to the corresponding rate in the Allied & Public Health scale (scale 5.2) as part of establishing a degree-based pay spine in the Auckland MECA (inclusive of the 3% increase in 1.1(a)):

5.8.1 Anaesthetic / Biomedical / Neurophysiology / Physiology / Renal Dialysis (aka Clinical Physiologists (Dialysis)) / ICU & PICU Technicians

5.8.3 Biomedical Electrical Technicians (BMET) and Hyperbaric Technicians (Qualified)

5.8.4 Clinical Physiologists (other than Clinical Physiologists (Dialysis))

5.8.6 Dental Technicians and Clinical Dental Technicians (3 year Degree Qualified)

5.8.14 Orthotists (3 Year Degree Qualified)

5.8.17 Scientific Officers

- i) Confirm the title of the Sterile Supply qualification in d) is Level 5 Certificate in Advanced Sterilising Technology, accepting that there may be an alternate title.

In addition, as discussed, the value of the new designated/merit step is based on a higher step in the broad range of Technician steps. To address the size of the margin between this new step and the previous top step, the current step 10 in the designated Sterile Supply Technicians scale shall be increased to \$59,810 with effect from 3 Sept 2018 inclusive of the increase described in 1.1 a).

- k) Confirm the title of the Sterile Supply qualification in d) is Level 5 Certificate in Advanced Sterilising Technology, accepting that there may be an alternate title.

As in i) above, the current step 6 in the designated Sterile Supply Technicians scale shall be increased to \$59,232 with effect from 3 Sept 2018 inclusive of the increase described in 1.1 a).

- l) From 7 September 2018, the following Supervising Medical Laboratory Technician will be included as a new 5.8.10(a):

Step	7 Sept 18	5-Nov-18	4-Nov-19
3	\$60,422	\$62,235	\$64,102
2	\$58,303	\$60,052	\$61,854
1	\$56,446	\$58,139	\$59,883

**Progression**

Progression through the scale shall be dependent on merit, job content and value to the organisation.

The Technician scale shall be consequently renumbered as 5.8.10(b).

From 7 September 2018, the following Supervising Medical Laboratory Technician (Mortuary) will be included as a new 5.8.13(a):

Step	7 Sept 18	5-Nov-18	4-Nov-19
3	\$69,355	\$71,436	\$73,579
2	\$66,201	\$68,187	\$70,233
1	\$63,117	\$65,011	\$66,961

This scale applies to all Medical Laboratory Technicians (Mortuary) who are responsible for the management of a mortuary and includes those who supervise staff and those who work in a sole charge position.

The level 2 and 3 references in this scale and the Medical Laboratory Technician (Mortuary) scale relate to the definitions agreed with the Ministry of Justice relating to Mortuary Services and were current on 1 June 2015.

**Appointment and Progression**

Step 1 applies to Level 2 Mortuary

Step 2 and 3 apply to a Level 3 Mortuary. Progression from step 2 to step 3 shall be by automatic annual increment.

The Technician scale shall be consequently renumbered as 5.8.13(b).

**6.3 Bargaining Fee**

The current schedule of PSA membership fees is as follows:

Gross annual salary of over \$41,184	\$17.45 per fortnight
Gross annual salary between \$18,970 and \$41,184	\$8.65 per fortnight
Gross annual salary under \$18,970	\$4.25 per fortnight

On other matters:

The parties discussed, but did not agree, on any arrangement to amend the differential in base salaries and weekend penal rates applying in the Auckland Region MECA relative to RoNZ that was agreed in the settlement of the previous MECA. The underlying issues and impacts remain important matters for the parties. Accordingly, the parties remain willing to explore potential ways forward during the term of the MECA and are open to effecting a formal variation to the MECA to incorporate any agreed resolution.

You raised the issue of those Sole Charge or Hospital Dental Assistants who are currently on step 7 (RoNZ) or step 8 (Auckland) of the 5.7.1 Assistants scale and who as a result currently have salary recognition over and above their colleagues, and who may see themselves disadvantaged by allowing all Assistant roles to access this step through merit progression. We are happy to discuss with individual DHBs how this might be addressed, which could include a specific-to-officer salary allowance for current incumbents.

We have discussed the issue of PSA's concern that a number of employees are incorrectly appointed to the 5.8.20 Trainee Technician (where not otherwise provided for) Scale. It is proposed that this matter is discussed locally to ensure that individuals appointed to these scales are appropriately placed.

You raised the translation issue of the treatment of those individuals who are currently entering into or contemplating entering into the various merit processes applicable to their respective scales. Given the structure of the proposed settlement around the pay scales, we do not think that this will be an issue until August 2020 when the substantive adjustments to scales are made to reflect the introduction of a seventh automatic step in the degree-based scale. On this basis, we think staff will have a clear set of timeframes while they are making such decisions, so it is not something that we think requires specific treatment as part of the settlement.

Lastly, we discussed and agreed in principle to the individual DHBs and PSA reviewing the side letter arrangements that may currently apply at DHBs covered by the Rest of New Zealand MECA. A number of the elements of these side letters will be subsumed by this settlement. The content of side letters are ultimately matters that require local review and agreement. We are comfortable this process is consistent with previous understandings.

Appendix: Signed terms of settlement (28 September 2018)