

# DHB MECA Ratification

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7 - 21 JULY



# What we have achieved

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\$1000 to be put aside per midwife in a fund for professional development for MERAS members only; MERAS to be involved in monitoring the fund

New midwife employees to be given MERAS MECA terms and conditions

Bargaining fee paid to MERAS by non-union midwives with same fee as MERAS members

Coverage of maternity care assistants who work in housekeeping role under the direction of a registered midwife and who are Bachelor of Midwifery students

New Career Pathways to open up opportunities for midwives with roles to be determined using gender neutral tool

Additional step for caseloading midwives in second year of the term

Policy to be developed to support midwives and provide for special leave after sentinel and/or adverse events



Sick leave provisions updated to include new statutory minimum of 10 days; means no pro-rated sick leave for part-timers

Improved meal and rest break provisions

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New Family Violence Leave clause

Special paid leave in public health emergencies where appropriate, e.g. if required to isolate

Accommodation costs to be paid if working in a different location

ACC top-up in event of workplace assault will not be debited against sick leave entitlement

MERAS rostering guidelines to be included in MECA; includes no one-off night shifts unless by agreement, on-call arrangements, etc.

Trials of “flexible” working for community midwives, including working from home

Receiving DHBs to look after flight midwives (provide accommodation, meals)

Implementation guidelines will encourage DHBs to have a designated senior midwife on all shifts and wards in secondary and tertiary units

Implementation guidelines will point out that designated senior midwives should be paid for time worked (over and above contracted hours) when responding to orange or red VRM after hours



# What's not in the DHBs Offer

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No change on the pay offer; still \$1200 + \$1200 up to G4 senior midwives

No movement on backpay; offer doesn't come in till August

Midwife managers don't get a pay rise till August 2022; overlaps in grades remain

No retention allowance; some DHBs doing their own retention allowances and effectively competing with other DHBs to attract midwives

No to Waitangi Day and ANZAC Day transfer arrangements

No to laundry allowance and shoe allowance

No to fixing up Holidays Act non-compliance till Holidays Act projects completed

No to cross-union negotiations around KiwiSaver 6% employer contribution, Annual Leave after return from Parental Leave and night shift penal rates

Access to safe, free parking and public transport for staff, especially those starting and finishing later shifts, to be dealt with DHB by DHB

# Proposed new salary rates

Core midwives	Current	1 August 2021	1 August 2022
Step 7	\$78,353	\$79,553	\$80,753
Step 6	\$76,071	\$77,271	\$78,471
Step 5	\$73,857	\$75,057	\$76,257
Step 4	\$66,473	\$67,673	\$68,873
Step 3	\$62,915	\$64,115	\$65,315
Step 2	\$59,222	\$60,422	\$61,622
Step 1	N/a	N/a	N/a

<b>Community midwives</b>	<b>Current</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Step 8	\$83,994	\$85,194	\$86,394
Step 7	\$79,980	\$81,180	\$82,380
Step 6	\$78,411	\$79,611	\$80,811
Step 5	\$73,857	\$77,271	\$78,471
Step 4	\$66,473	\$67,673	\$68,873
Step 3	\$62,915	\$64,115	\$65,315
Step 2	\$59,222	\$60,422	\$61,622
Step 1	N/a	N/a	N/a

<b>Caseload midwives</b>	<b>Current</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Step 2			101,999
Step 1	\$98,799	\$99,999	99,999

<b>Maternity Care Assistants</b>	<b>Current</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Step 4		50,681	53,359
Step 3		48,698	50,773
Step 2		46,979	48,179
Step 1		44,110	45,310



<b>Designated Senior Midwives</b>	<b>Current</b>	<b>1 August 2021</b>	<b>1 August 2022</b>
Grade 8	\$110,480 - \$132,286	\$110,480 - \$132,286	\$111,680 - \$133,486
Grade 7	\$104,891 - \$113,794	\$104,891 - \$113,794	\$106,091 - \$114,994
Grade 6	\$101,509 - \$111,523	\$101,509 - \$111,523	\$102,709 - \$112,723
Grade 5	\$98,121 - \$108,037	\$98,121 - \$108,037	\$99,321 - \$109,237
Grade 4	\$93,048 - \$102,810	\$94,248 - \$104,010	\$95,448 - \$105,210
Grade 3	\$87,973 - \$97,583	\$89,173 - \$98,783	\$90,373 - \$99,983
Grade 2	\$80,757 - \$86,442	\$81,957 - \$87,642	\$83,157 - \$88,842





# What do you think?

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Accept the offer and depend on pay equity to deliver  
DHBs are wanting to hurry up pay equity process

**OR**

Reject the offer and plan on industrial action

Join with other health unions to highlight crisis in health

A rejection and strike vote will trigger urgent mediation and may result  
in a settlement before the strike



# If reject, then what?

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Sign postcards to Jacinda Ardern, Ayesha Verall, and/or Andrew Little, Minister of Health

Send emails to DHBs CEs and Ashley Bloomfield, Director-General of Health

Meet local MPs along with other midwives and consumers

Work to rule, i.e. stick strictly to the MECA (e.g. meal breaks)

## AND

Industrial action, 8-hour rolling strikes 9-12 August

Followed by 8-hour strike action on 19 August



# MERAS strike plan

DHBs	Length of strike	Date
Northland, Waitemata, Auckland, Counties-Manukau, Southern	8 hours, 11am-7pm	9 August
Waikato, Bay of Plenty, Lakes, Taranaki, South Canterbury, West Coast	8 hours, 11am-7pm	10 August
Tairāwhiti, Hawkes Bay, Mid Central, Whanganui, Wairarapa, Canterbury	8 hours, 11am-7pm	11 August
Hutt, Capital & Coast, Nelson-Marlborough	8 hours, 11am-7pm	12 August
All DHBs	8 hours, 11am-7pm	19 August

# Life Preserving Services (LPS)

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During industrial action, DHBs must provide for patient safety by ensuring that life preserving services are available to prevent a serious threat to life or permanent disability.

If DHBs can't deliver such services, they can request that the union and its members assist. The request has to be made by close of day (i.e. 5pm) after the date of the notice of industrial action (would be from 23 July).

Within 4 days the DHBs and unions must negotiate the extent of the service and number of staff needed to ensure patient safety.

Volunteers for LPS are part of the industrial action but they are paid; LPS shifts can be split up between volunteers (e.g. 4 hours each)

# Voting - ballot open 7-21 July

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**Part 1:** Do you agree with the proposed changes to the MECA as set out in the offer? YES or NO?

**Part 2:** If members vote NO, what actions would you be prepared to take? You can vote for more than one action. These include rolling strikes over 4 days, and an all-day strike the following week.

**Part 3:** Do you agree with the strike plan? YES or NO?

