

# DHB MECA Ratification

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1 SEPTEMBER 2021

# We have a revised offer

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- As of 2 August 2021 ALL salary rates will increase by \$5800 (\$1800 annual increase, plus \$4000 down payment on the pay equity).
- Plus a \$6000 lump sum pro-rated for fulltime, part-time and casual midwives who were members on 1 September 2021 and still a member on date of ratification (based on average hours worked over last 12 months up to 1 FTE).
- Plus additional \$600 lump sum as above for all fulltime, part-time and casual MERAS members as of 1 September 2021 to be paid on settlement.
- Includes those above Grade 5 of the Designated Senior Midwives pay scale.
- Additional step for caseloading midwives effective 2 August 2021 (\$104,599) for those who have been in role 12 months or more; otherwise on Anniversary Date.
- Coverage of maternity care assistants who work in housekeeping role under the direction of a registered midwife and who are Bachelor of Midwifery students.

# 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 reps to be involved in monitoring the fund.
- You can access the CPD fund to pay your College of Midwives fees (capped at \$345; effectively half your union costs).
- Pay equity negotiations will start this month (or next at the latest).
- New midwife employees to be given MERAS MECA terms and conditions and introduced to workplace reps.
- New sick leave provisions mean everyone gets 10 days a year (no pro-rated sick leave and all 10 days paid at relevant daily pay); from next Anniversary Date.
- ACC top-up for employees injured as a result of a workplace assault.
- Bargaining fee paid to MERAS by non-union midwives with same fee as MERAS members.

# And there's more...

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- New intro to safe staffing clause regarding implementation and evaluation of CCDM; plus an independent review of CCDM to include MERAS.
- New Career Pathways to open up opportunities for midwives with roles to be determined using gender neutral tool; includes consultation with MERAS.
- Accommodation costs to be paid if working away from your usual workplace.
- Annual Leave requests to be responded to within two weeks, subject to leave approval processes for school holidays and public holidays.
- First rest break within 4 hours of shift start and 2<sup>nd</sup> rest break between 6-8 hours; also 2<sup>nd</sup> meal break on 12-hour shift to be paid if unrelieved.
- Whāngai recognised in Parental Leave provisions where an employee becomes a primary care giver.

# And still more...

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- Policy to be developed to support midwives and provide for special leave after sentinel and/or adverse events.
- New Family Violence Leave clause (includes up to 10 days leave).
- Special paid leave in public health emergencies where appropriate, e.g. if required to isolate.
- 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 MECA...

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- No national retention allowance, but around half of DHBs are already doing their own retention allowances in consultation with MERAS.
- No to KiwiSaver 6% employer contribution, but we will include this in our negotiations for Pay Equity.
- We can also negotiate for an increase in the new rates from the Pay Equity negotiations in 2021 and again in 2022; we don't have to wait till the MECA expires.
- The Annual Leave payment on return to work after Parental Leave will be based on ordinary weekly pay at time the leave is taken (or last 52 weeks, whichever is the greater) because of changes the Government is making next year.
- Access to safe, free parking and public transport for staff, especially those starting and finishing later shifts, is being dealt with DHB by DHB.

# Proposed new salary rates

Core midwives	Current	2 August 2021
Step 7	\$78,353	\$84,153
Step 6	\$76,071	\$81,827
Step 5	\$73,857	\$79,657
Step 4	\$66,473	\$72,273
Step 3	\$62,915	\$68,715
Step 2	\$59,222	\$65,022
Step 1	N/a	N/a

<b>Community midwives</b>	<b>Current</b>	<b>1 August 2021</b>
Step 8	\$83,994	\$89,794
Step 7	\$79,980	\$85,780
Step 6	\$78,411	\$84,211
Step 5	\$73,857	\$79,657
Step 4	\$66,473	\$72,273
Step 3	\$62,915	\$68,715
Step 2	\$59,222	\$65,022
Step 1	N/a	N/a



<b>Caseload midwives</b>	<b>Current</b>	<b>1 August 2021</b>
Step 2	N/a	\$104,599
Step 1	\$98,799	\$102,799
<b>Maternity Care Assistants</b>	<b>Current</b>	<b>1 August 2021</b>
Step 5		\$53,803
Step 4		\$52,405
Step 3		\$51,579
Step 2		\$48,710
Step 1		\$46,182

<b>Designated Senior Midwives</b>	<b>Current</b>	<b>1 August 2021</b>
Grade 8	\$110,480 - \$132,286	\$116,280 - \$138,806
Grade 7	\$104,891 - \$113,794	\$110,691 - \$119,594
Grade 6	\$101,509 - \$111,523	\$107,309 - \$117,323
Grade 5	\$98,121 - \$108,037	\$103,921 - \$113,837
Grade 4	\$93,048 - \$102,810	\$98,848 - \$108,610
Grade 3	\$87,973 - \$97,583	\$93,773 - \$103,383
Grade 2	\$80,757 - \$86,442	\$86,557 - \$92,242

# What do you think?

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- Accept the offer? Better to get the money on the rates now and this will be enhanced because of penal rates from 2 August 2021. Also, note the new rates have been added to your current rates which are already 1.25% higher than other midwives.
- DHBs are wanting to hurry up pay equity process; negotiations should start next month. This is where we will get the big pay increase.
- We cannot take industrial action while we have Covid lockdown restrictions; it would be bad in terms of public perception.
- We can still join with other health unions to highlight staffing crisis in health.
- The rolling strikes did raise awareness of our issues, but further strike actions will not necessarily increase the offer.

# Voting to open 8 September Ballot will close 17 September

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The offer expires on Friday, 17 September. The ballot will close at 12noon, Friday, 17 September.

We are using electronic voting for the first time.

Your lump sums and back pay will be effective as soon as possible after date of ratification, which would be 17 September.

The question you are voting on will be: “Do you agree with the proposed changes to the MECA as set out in the Terms of Settlement?”

**YES or NO?**

**Your negotiating team is recommending that you vote YES.**