

MERAS bargaining update

Te Whatu Ora SECA

After 7 days of negotiations with Te Whatu Ora your MERAS bargaining team are more than a little frustrated with the lack of real progress in addressing members key claims. While some progress has been made recently the Te Whatu Ora team have been unwilling to table wage offers prior to the ratification of the interim pay equity offer currently being voted on by midwives.

Here is a summary of progress made to date:

Matters agreed

Clause 8.1 Safe Staffing – new additional wording to include:

- Where CCDM changes affect the delivery of maternity care, advice will be sought from the SSHW Maternity Advisory Group
- The Maternity Advisory Group is a representation of key stakeholders with advisory responsibilities to ensure the consistent implementation of CCDM and acuity tools across maternity services.
- Minimum midwifery staffing levels must be identified during the staffing methodology process for all maternity clinical areas participating in CCDM.
- To support safe maternal and neonatal outcomes there should be a recognised designated senior midwifery role in all secondary and tertiary birthing suites 24/7

CPD fund Confirmation full cost of NZCOM fees can be reimbursed.

Kiwi-saver – confirmation of employer contributions for those working and contributing past age 65.

Senior Midwives

Constructive discussions have been had around the senior midwife pay scale and important factors that need to be considered in any review of the current Grading structure. These include a grading structure that:

- supports the Midwifery career pathway.
- attracts and inspires midwives to apply for senior roles.
- values the roles.
- objective and consistent across maternity services
- appropriate relativities with other midwifery and health roles

More work needs to continue, and we will be consulting with senior midwives as this work evolves.

Case-loading midwives the component of the current wage scale remunerating for on-call and penal rates needs to be built back on top of the pay equity rates.

Rejected / no offer

Te Whatu Ora made no offer on the following items, on the basis of them being consistent terms and conditions across the various union collective agreements and the precedent that gets set by changing/improving them. To achieve change in these areas will need cross union support:

- increasing night penal rates and applying until 7am Monday morning.
- increased on-call payments
- increasing the number of weeks wages are topped up to 100% during parental leave
- increase kiwi saver payments from 3% to 6%