



Celebrating International Midwives Day: Friday 5th May



"This year's IDM theme, 'Together again: from evidence to reality' is a nod to the upcoming 33rd ICM Triennial Congress, where our global midwife community will come together for the first time in more than five years. It is also honours the efforts of midwives and their associations to action critical evidence like the State of the World's Midwifery (SoWMy) 2021 towards meaningful change for our profession and the women and families we care for" ICM

In recognition of this year's theme MERAS hopes that all members have an opportunity to come together to share lunches or other events to acknowledge and celebrate the work of midwives.

Interim Pay Equity offer.

MERAS had hoped that we would be able to share the interim pay equity offer with you by Friday to celebrate IDM with a step toward valuing your important work, but key details of the Memorandum of Understanding are still being discussed. We have an offer but as an interim payment it's crucial none of your rights are affected by the MoU with the details needing to be finalised. Once signed there will be paid meetings to discuss the details ahead of voting.

SECA bargaining update.

Negotiation to renew your Te Whatu Ora Collective Agreement (SECA) continues with the 5th day of bargaining focusing on better incentives for being on-call and the senior midwives wages. Further discussions on cost of living (CPI) pay increases cannot

progress until we have agreement on the interim pay equity payment as your claim is that the CPI should apply on top of the Pay Equity wage rates. We are awaiting responses on other claims we hope to progress in the meantime. As this was Jill Ovens final SECA meeting we had a farewell lunch to acknowledge all her work on behalf of MERAS members. *Jill and Caroline at the SECA lunch*



MERAS welcomes new Co-Leader (Industrial).

Sam Jones takes over from Jill as the new Co-Leader (Industrial) for MERAS. Sam joins the MERAS team from E tū union and is very familiar with the health sector. Over the last month Sam has been working alongside Jill and Caroline on the Midwifery pay equity claim, the SECA work and started work on the pay equity claim for the funded sector (non Te Whatu Ora maternity services). He has also progressing several Collective negotiations and working to address issues with the Te Whatu Ora Holiday Pay arrears.

MERAS welcomes new organiser for the lower North Island

Jessica Maxwell joined the MERAS team this week as an organiser (16 hours per week) based in the lower North Island. Jessica works as a midwife at Wellington Women's Hospital.

Certificates of Service

If you have moved between DHB's during your midwifery career it is useful to obtain a certificate of service from that maternity service. This certificate is useful to prove your eligibility for a retirement gratuity and may be useful when Holidays Act compliance payments are calculated. If you did not obtain one prior to changing maternity service, you can obtain one by contacting the HR department at that original hospital. You will need to provide your old employee number or full name (that was used at that time) and date of birth.

Do you have any outstanding pay queries?

If you have any current pay queries MERAS would recommend that you try to get these resolved as quickly as possible so that this does not become more complex as you receive other payments this year. Payments will include interim pay equity settlement, the SECA and the Holidays Act outcomes.

Caroline Conroy MERAS Co-Leader (Midwifery)

Sam Jones MERAS Co-Leader (industrial)