



AND

Health New Zealand Te Whatu Ora

DIETITIANS COLLECTIVE EMPLOYMENT AGREEMENT

1 February 2026 – 31 January 2028

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1. THE PARTIES TO THIS COLLECTIVE AGREEMENT

In accordance with the Employment Relations Act 2000 this collective agreement is made between:

- a. **Health New Zealand - Te Whatu Ora** (hereinafter referred to as the employer)
- b. **The Association of Professionals and Executive Employees** (hereinafter referred to as the “Union” or APEX).

1.1 NEW EMPLOYEES

The parties agree that any employee, whose work is covered by this agreement and who is engaged by the employer between the dates this collective agreement comes into effect and the expiry date shall be offered in writing the opportunity for this collective to apply to them. The new employee shall from the date of becoming a union member, be entitled to all the benefits, and be bound by all the obligations, under this collective agreement.

Any new employee to whom this Collective applies by virtue of the operation of this sub clause shall be deemed covered by this agreement.

1.2 EXISTING EMPLOYEES

Existing employees who are covered by the Coverage clause of this agreement may become Union members at any time. Employees shall, from the date of advising the employer that they are an APEX member, be bound by all benefits and obligations relating to employees under this agreement subject to meeting the requirements of the Employment Relations Act 2000 regarding when a collective agreement will apply to an employee who was/is a member of another union.

1.3 COVERAGE

1.3.1 All employees employed as a Pre-registered Dietitian, a registered Dietitian, and any employee substantially employed as a Pre-registered Dietitian or Dietitian but who may from time to time use a different title.

Employees covered are employed by the Te Whatu Ora – Health New Zealand at the following Districts:

- Northland Districts:
- Bay of Plenty District
- Taranaki District
- MidCentral District

- Whānganui District

1.3.2 Additional Districts

Additional districts may be added to the coverage of this Collective Agreement by agreement between the parties.

2. INTERPRETATIONS

In this Agreement, unless the context otherwise requires:

“Casual employee” means an employee who has no set hours or days of work and who is normally asked to work as and when required and has no expectation of ongoing employment. There is no obligation on a casual employee to accept shifts or on the employer to offer shifts to a casual employee. Casual agreements shall not be used to deny staff security of employment. The employer reserves the right however, to employ casual employees where necessary to meet the demands of service delivery.

“Dietitian” means an employee who is registered as Dietitian by the New Zealand Dietitians Board under the Health Practitioners Competency Act (2003) and subsequent amendments.

“District” in the context of Health New Zealand - Te Whatu Ora means the geographic area and the related worksites of the former District Health Board (clause 12, Schedule 1, Pae Ora (Healthy Futures) Act 2022 refers).

“Emergency circumstance” means a natural disaster or civil emergency.

“Full time employee” means an employee who works not less than the *“ordinary”* or *“normal”* hours set out under *“hours of work”* in this Agreement.

“Part time employee” means an employee, other than a casual employee, employed on a permanent basis but works less than the ordinary or normal hours set out in the hours of work clause. Any wages and benefits will be pro rata according to the hours worked unless specifically stated otherwise in this Agreement.

“Permanent employee” means an employee who is employed for an indefinite term; that is, an employee who is not employed on a fixed term or casual basis.

“Pre-registered Dietitian” means an Employee who is not yet registered as a dietitian by the New Zealand Dietitians Board (NZDB), and who is enrolled in a New Zealand Dietitian’s Master’s programme on a pathway to become a registered Dietitian with the NZDB.

“Service” means the current continuous service with the employer and its predecessors, (District Health Boards, Hospital and Health Services, Crown Health Enterprises, Regional Health Authorities, Health Funding Authority, Area Health Boards and Hospital Boards), except where otherwise defined in the applicable clause. As of the 1 November 2007, service shall



not be deemed to be broken by an absence of less than three months. However, where the employee remains actively engaged on related work to their profession or study whilst absent, the period of three months shall extend to twelve months. This period of absence does not count as service for the purpose of attaining a service- related entitlement.

“**Shift work**” is defined as the same work performed by two or more employees or two or more successive sets or groups of employees working successive periods. A qualifying shift has a corresponding meaning.

“**T1**” means the ordinary hourly rate of pay.

“**T 1.5**” means one and one half the ordinary hourly rate of pay.

“**T 2**” means double the ordinary hourly rate of pay.

3. HOURS OF WORK

3.1 Unless otherwise specified in the letter of employment the ordinary hours of work for a full-time employee shall be forty (40) hours in each week worked as not more than five (5) duties between 0600 and 2000 hours, Monday to Friday.

3.2 The ordinary hours of work for a single duty shall be up to a maximum of ten (10) hours.

3.3 A duty shall be continuous except for the meal periods and rest breaks provided for in this Agreement.

3.4 Except for overtime each employee shall have a minimum of four (4) days off during each two (2) week period (14 days). Days off shall be additional to a nine (9) hour break on completion of the previous duty.

3.5 Except for overtime, no employee shall work more than five (5) consecutive duties before a day(s) off, provided that an alternative arrangement may be implemented by agreement between the employer and a majority (measured in full-time equivalents) of the directly affected employees.

3.5.1 Employees have the right to seek the advice of the union or have the union act on their behalf. Employees agreeing to any alternative arrangement shall be required to record their agreement in writing.

3.6 During pregnancy, an employee may request a change to their work pattern. This may be supported by advice from a health professional. If the advice recommends a change to their work pattern, shifts worked or number of hours, arrangements are to be agreed between the line manager and employee.

- 3.7 Employees with health concerns may request a change to their work pattern. This may be supported by advice from a health professional. If the advice recommends a change to their work pattern, shifts worked or number of hours, arrangements are to be agreed between the line manager and employee.
- 3.8 Employees may request flexible working arrangements in accordance with Part 6AA of the Employment Relations Act 2000. The employer will consider such requests in line with the requirements of that Part.

4. MEAL PERIODS AND REST BREAKS

- 4.1 Except when required for urgent or emergency work and except as provided in 4.2 no employee shall be required to work for more than five hours continuously without being allowed a meal break of not less than half an hour.
- 4.2 An employee unable to be relieved from work for a meal break shall be allowed to have a meal on duty and this period shall be regarded as working time.
- 4.3 Except where provided for in 4.2 an employee unable to take a meal after five hours' duty shall be paid at overtime rates from the expiry of five hours until the time when a meal can be taken.
- 4.4 Rest breaks of 10 minutes each for morning tea, afternoon tea or supper, where these occur during duty, shall be allowed as time worked.
- 4.5 During the meal break or rest breaks prescribed above, free tea, coffee, milk and sugar shall be supplied by the employer.
- 4.6 Where an employee is required to change from their protective or work clothing prior to leaving the employer's premises, sufficient time will be allowed on duty at the end of each work day or shift to change clothing.

5. SALARIES AND WAGES

5.1 Salary Scale

5.1.1 Progression – Core Scale

- a. For steps 1 – 7 inclusive, progression will occur by annual increment at anniversary date.
- b. Core Scale:

Dietitians:



Dietitians Core Salary Scale			
Step	5-Feb-25	2-Feb-26	1-Feb-27
Recognition Step 10	\$116,390	\$119,300	\$121,686
Recognition Step 9	\$113,300	\$116,133	\$118,455
Additional Progression Step 8	\$110,210	\$112,965	\$115,225
Step 7	\$107,600	\$110,290	\$112,496
Step 6	\$104,794	\$107,414	\$109,562
Step 5	\$100,163	\$102,667	\$104,720
Step 4	\$94,394	\$96,754	\$98,689
Step 3	\$88,627	\$90,843	\$92,660
Step 2	\$82,856	\$84,927	\$86,626
Step 1	\$77,087	\$79,014	\$80,594

5.1.2 Progression – Additional Progression Step

- a. Unless otherwise provided in Schedule 1, progression from Step 7 to the Additional Progression Step 8 is dependent on the achievement of agreed objectives, which are set prospectively when the employee reaches Step 7. These objectives should align with the qualities of an experienced practitioner, with the appropriate level of the Guidelines of Expectation of Professional Practice (GEPP) document which provides guidance on these and reflects the expected professional/technical skills and personal attributes.
- b. The parties acknowledge that it is the individual employee's decision and responsibility to initiate the processes associated with the additional progression step. To commence the process the employee will write to the team leader/ manager requesting a meeting to set objectives.
- c. The discussion and setting of objectives for additional progression would normally occur in conjunction with the employee's annual performance review.



- d. In the event that the manager and the employee cannot agree on the objectives the employee may consult with the relevant union. If there is still no agreement the manager will set the objectives. This objective setting process is to be completed in three months of the employee requesting the meeting.
- e. The assessment against these objectives shall commence 12 months after the objectives have been set. Any movement arising from this assessment shall be effective from 12 months after the date the employee wrote to their team leader/manager under clause 5.1.2(b) above, provided that:
 - i. Progression shall not occur earlier than the anniversary date of the employee's movement to the top automatic step.
 - ii. Progression will not be denied where the employer has failed to engage in the objective setting process and/ or the assessment of whether or not the objectives have been achieved.
 - iii. Progression to the additional progression step is not available to employees who are below Step 7.

5.1.3 Progression – Recognition Steps

- a. The two recognition progression steps (steps 9 and 10) provide those practitioners in a non-designated role with a pathway for career progression and salary review appropriate to their individual, profession and service requirements.
- b. The process for access to and progression through the Recognition Steps is set out in Appendix 1 to this Agreement.

5.1.4 Progression – Designated Positions

- a. These are positions that have been formally established as Designated Positions by the employer. Designated Positions are positions commonly involving both advanced clinical/technical practise /leadership and/or management responsibilities. Holders of Designated Positions usually have job titles, for example, Team Leader, Section Head, or Professional Advisor and appointment normally occurs after advertising of the position.

- b. Following ratification of this agreement parties agree to undertake a review of the roles undertaken by employees who are in roles in the merit range of the previous CAs but who were not in identified designated positions. This review will determine whether the role the individual is undertaking is in fact properly classified as a designated position. The process is as set out in the terms of settlement of this Collective Agreement.
- c. The employer will determine the appropriate band for a Designated Position having regard to the duties, responsibilities and scope of the position relative to other positions with the employer, including those that translated onto the Designated Scales as a result of the Allied Pay Equity settlement. The parties acknowledge that Te Whatu Ora intend to introduce a common job sizing methodology for Designated positions to assist in determining appropriate allocation to a Designated band. Te Whatu Ora will engage with the APEX throughout this process.
- d. Progression through the steps included within each grade will be on an annual basis, on the employee's anniversary date, subject to satisfactory performance which will be assumed to be the case unless the employee is advised otherwise. Progression does not occur beyond the top step of each grade.
- e. Movement between designated salary scale grades shall only be on the basis of appointment to a higher graded position.
- f. **Designated Positions:**

Dietitians Designated Scales				
	Step	5-Feb-25	2-Feb-26	1-Feb-27
Designated F	4	\$151,410	\$155,195	\$158,299
	3	\$147,290	\$150,972	\$153,992
	2	\$143,170	\$146,749	\$149,684
	1	\$139,050	\$142,526	\$145,377
Designated E	3	\$139,050	\$142,526	\$145,377
	2	\$135,960	\$139,359	\$142,146
	1	\$132,870	\$136,192	\$138,916
Designated D	3	\$132,870	\$136,192	\$138,916
	2	\$130,295	\$133,552	\$136,223
	1	\$127,720	\$130,913	\$133,531
Designated C	3	\$127,720	\$130,913	\$133,531
	2	\$125,145	\$128,274	\$130,839
	1	\$122,570	\$125,634	\$128,147
Designated B	3	\$122,570	\$125,634	\$128,147
	2	\$119,995	\$122,995	\$125,455
	1	\$117,420	\$120,356	\$122,763
Designated A	3	\$117,420	\$120,356	\$122,763
	2	\$114,330	\$117,188	\$119,532
	1	\$111,240	\$114,021	\$116,301

5.1.5 Out of Cycle Progression

The parties acknowledge that the standard arrangements in the sector provide for annual step-by-step movement through the applicable automatic progression range in the salary scale. The parties acknowledge that nothing in the collective agreement precludes movement through salary steps 1-7 more rapidly than by annual increment, (e.g. if indicated by advanced job content, skill shortage, responsibilities of the position, or the employee's level

of performance). Such progression is not mandated and is at the discretion of the employer. Lastly, the parties acknowledge that any out of cycle salary adjustments can create inequities between staff who have similar qualifications, experience and performance in their role.

5.2 Placement of New Employees on Salary Scale

- a. When determining the appropriate placement of new employees on the automatic steps of any scale the employer will take into account the employee's years of experience in the occupation.
- b. The employer may place a new employee on a higher step than determined by their previous experience in the occupation where they consider justified by the degree of difficulty in recruiting for specific skills and/or experience required for the position.
- c. Placement of new employees will take into account the placement of current employees employed in the same role.

5.2.1 Pre-registered Dietitians

Step 1: Pre-registered Dietitians who are enrolled in a New Zealand Dietitian's Master's programme on a pathway to become a registered Dietitian with the NZDB will commence on Step 1. The professional will remain on Step 1 until the completion of their Master's degree.

Step 2: A pre-registered Dietitian will progress to Step 2 when they have completed their Master's degree and is awaiting their confirmation of registration with the NZDB.

Step 3: The Dietitian will progress to Step 3 on the date that their registration with the NZDB is completed.

NOTE: Subsequent salary increments on the core scale will be by automatic annual progression, as per 5.1.1 – 5.1.3 above, from the date of registration.

5.3 PART-TIME EMPLOYEE RATES

A part-time employee shall be paid a rate of salary representing the proportion of the salary payable in respect of full-time employment in the appointment occupied by the employee that the number of hours during the week bears to 40.

5.4 RECOGNITION OF PREVIOUS SERVICE FOR COMMENCEMENT ON THE SALARY SCALE

The employer shall credit previous service for connected service as defined below for employees as follows:

a. New Zealand Qualified Dietitians

All service as a Dietitian Full credit

b. Overseas Qualified Dietitians

- i. An overseas qualified Dietitian who meets the requirements of the registration board at the time of entry into New Zealand shall have all service credited from the date of obtaining the overseas qualification.
- ii. Where the requirements of the registration board are not met at time of entry, service will only be counted from the commencement date of employment as a Dietitian in New Zealand.

5.5 SALARY INCREMENTS WHILE ON STUDY LEAVE

Employees on full-time study leave with or without pay shall continue to receive annual increments.

5.6 MISCELLANEOUS CONDITIONS RELATING TO SALARIES

No deduction other than such as may be agreed upon between the employer and the Employee shall be made from the wages of any employee except for time lost by the Employee through sickness, accident or default.

Except by mutual agreement, salaries, including overtime, shall be paid at no longer than fortnightly intervals and by direct credit.

6. OVERTIME, PENAL RATES AND DUTY ALLOWANCES

6.1 DEFINITIONS

6.1.1 For calculation purposes, the normal hourly rate shall be one two thousand and eighty-sixth (2,086) part, correct to three decimal places of a dollar, of the yearly rate of salary payable.

6.2 OVERTIME

6.2.1 **Ordinary hourly rate of pay** – The ordinary hourly rate shall be one, two thousand and eighty-sixth part (1/2086), correct to three decimal places of a dollar, of the yearly rate of salary payable.

- 6.2.2 Overtime is time worked in excess of:
- i. eight hours per day or the daily duty as defined in clause 3, whichever is greater or
 - ii. 40 hours per week and has been duly authorised.
- 6.2.3 Overtime worked on any day (other than a public holiday) from midnight Sunday/Monday to midnight on the following Friday shall be paid at one and one half times the ordinary hourly rate of pay (T1.5) for the first three hours and at double the ordinary hourly rate of pay (T2) thereafter.
- 6.2.4 6.2.4 Overtime worked from 2200 until the completion of a rostered night duty Sunday to Friday, or from midnight Friday to midnight Sunday / Monday, or on a public holiday shall be calculated at double the ordinary rate (T2).
- 6.2.5 6.2.5 In lieu of payment for overtime, the employer and employee may jointly agree for the employee to take equivalent (i.e. one hour overtime worked for one-hour ordinary time off) paid time off work at a mutually convenient time.

6.3 PENAL RATES

Penal time is time (other than overtime) worked within ordinary weekly hours if worked on a Saturday or Sunday or public holiday. Subject to clause 6.3.3, penal time shall be paid at the following rates in addition to normal salary:

- 6.3.1 **Weekend rate** - applies to ordinary time (other than overtime) worked after midnight Friday/Saturday until midnight Sunday / Monday shall be paid at time one half (T0.5) in addition to the ordinary hourly rate of pay.
- 6.3.2 **Public Holiday rate** – applies to those hours which are worked on the public holiday. This shall be paid at time one (T1) in addition to the ordinary hourly rate of pay. (See clause 7.6 for further clarification.)
- 6.3.3 Overtime and penal time shall not be paid in respect of the same hours.

6.4 NIGHT ALLOWANCE

- 6.4.1 The Night rate (night allowance) will apply to ordinary hours of duty (other than overtime) that fall between 2000hrs and until the completion of a rostered night duty from midnight Sunday/Monday to midnight Friday/Saturday and shall be paid at quarter time (T0.25) in addition to the ordinary hourly rate of pay.
- 6.4.2 Night rate is not to be paid when overtime is being worked or a penal rate is payable.

6.5 MINIMUM BREAK BETWEEN SPELLS OF DUTY

- 6.5.1 A break of at least nine continuous hours must be provided wherever possible between any two periods of duty of a full shift or more.
- 6.5.2 Periods of a full shift or more include:
- i. Periods of normal rostered work; or
 - ii. Periods of overtime that are continuous with a period of normal rostered work; or
 - iii. Full shifts of overtime/call-back duty.
- 6.5.3 This requirement to provide a break wherever possible applies whether or not any additional payment will apply under the provisions of this clause.
- 6.5.4 If a break of at least nine continuous hours cannot be provided between periods of qualifying duty, the duty is to be regarded as continuous until a break of at least nine continuous hours is taken and it shall be paid at overtime rates, with proper regard to the time at which it occurs and the amount of overtime which precedes it.
- 6.5.5 The additional payment provisions of this clause will not apply in any case where the result would be to give an employee a lesser payment than would otherwise have been received.
- 6.5.6 Time spent off duty during ordinary hours solely to obtain a nine-hour break shall be paid at ordinary time rates. Any absence after the ninth continuous hour of such a break, if it occurs in ordinary time, shall be treated as a normal absence from duty.

NOTE: If a call-back of less than a full shift is worked between two periods of duty of a full shift or more a break of nine continuous hours must be provided either before or after the call-back. If such a break has been provided before the call-back it does not have to be provided afterwards as well. However, should employees spend time working as a result of a call-back between the hours of 2400 and 0500 hours, and if the employee has reasonable concerns regarding their ability to provide safe practice they shall be able, after notification to the employer, to have a 9 hour break after the call back is completed.

- 6.6 Authorised absences, either with or without pay, are as provided for in this agreement and shall be counted as actual hours worked for the purposes of calculating overtime.

7. ON CALL/ ON CALL ALLOWANCE

7.1 ON CALL ALLOWANCE

7.1.1 Where an employee is instructed to be on call during normal off duty hours s/he shall be paid an on-call allowance of \$8 per hour or part thereof except on Public Holidays where the rate shall be \$10 per hour or part thereof.

7.1.2 Where the employer requires the employee to participate in an on-call roster, at the discretion of the employer:

i. A cell phone shall be made available by the employer to the employee for the period of on call duty, at no expense to the employee,

OR

ii. Half the cost of a single telephone rental shall be reimbursed to the employee by the employer and a long-range locator (or similar electronic device) shall be made available to the employee for the period of on call duty at no expense to the employee.

7.1.3 The on-call allowance is payable for all hours the employee is rostered on call including time covering an actual callout.

7.2 CALL-BACK

7.2.1 An employee shall be paid for a minimum of three hours, or for actual working and travelling time, whichever is the greater, when the employee:

a. Is called back to work after completing the day's work or shift, and having left the place of employment; or

b. Is called back before the normal time of starting work, and does not continue working until such normal starting time, except that:

i. Call backs commencing and finishing within the minimum period covered by an earlier call back shall not be paid for;

ii. Where a call back commences before and continues beyond the end of a minimum period for a previous call back, payment shall be made as if the employee had worked continuously from the beginning of the previous call back to the end of the later call back.

c. Call back shall be paid at the appropriate overtime rate.

7.2.2 Where part-time employees are part of an official on call roster and are called out from their place of residence in emergency circumstances, then they shall



be paid on the basis of a minimum of three hours at appropriate rates. The length of the call would be measured in respect of actual time worked only, except that outside of the normal hours of duty (i.e. 0800 hours to 1700 hours Monday to Friday) the length of the call would be measured in respect of actual time worked and reasonable travelling time from the place of call to the place of duty and return to the place of call or residence. The minimum payment prescribed shall apply to each recall, except that:

- i. Call-outs commencing and finishing within the minimum period covered by an earlier call-out shall not attract any additional payment.
- ii. Where a call-out commences before and continues beyond the end of a minimum period for a previous call-out payment shall be made as if the employee had worked continuously from the beginning of the previous call-out to the end of the latter call-out.

7.2.3 Where an employee is called back to duty outside his/her normal hours of work, the employee shall either be provided with transport, or they shall be reimbursed with accordance with clause 37.

7.3 Employees who are on-call shall accrue 1 additional day's annual leave for every 230 qualifying hours on call up to a maximum of 3 days leave per annum.

7.4 **CALLS RESOLVED BY TELEPHONE OR COMPUTER**

7.4.1 Where an employee rostered on call receives a call and is able to resolve the issue or provide the necessary assistance remotely without the need to return to the workplace then the employee will be paid:

- i. a flat rate \$15.00 for calls of up to 15 minutes inclusive, or
- ii. their relevant overtime or penal rate under clause 6 for the duration of the call where this is greater than 15 minutes.

7.4.2 Where more than one call is received and resolved within the same 15-minute period, the payment in 7.4.1(i). shall only be made once or, where the combined time extends beyond 15 minutes, paid under 7.4.1(ii) as one call.

7.4.3 Notwithstanding the above, where superior alternate remote on call payment arrangements are formally in place at the commencement of this Collective Agreement these shall continue to operate on their terms until agreed otherwise by the parties.

8. ALLOWANCES

8.1 Higher Duties Allowance

- 8.1.1 A higher duties allowance shall be paid to an employee who, at the request of the employer is substantially performing the duties and carrying the responsibilities of a position or grade higher than the employee's own.
- 8.1.2 Except as provided for under clause 8.1.3 the higher duties allowance payable shall be \$3.00 per hour provided a minimum of 2 consecutive hours of qualifying service is worked per day or shift.
- 8.1.3 Where an employee performs the duties of the higher position for more than five consecutive days, the allowance payable shall be the difference between the current salary of the employee acting in the higher position, and the minimum salary the employee would receive if appointed to that position.
- 8.1.4 It is recognised that on a day / shift basis, an employee performing these responsibilities may not fulfil all the substantive duties of a higher position.

8.2 Meal Allowance

- 8.2.1 A shift worker who works a qualifying shift of eight hours or the rostered shift, whichever is the greater, and who is required to work more than one hour beyond the end of the shift (excluding any break for a meal) shall be paid a meal allowance of \$7.95, or, at the option of the employer, be provided with a meal.

9. ANNUAL LEAVE

- 9.1 Employees shall be entitled to 4 weeks annual leave, taken and paid in accordance with the Holidays Act 2003 and subject to the other provisions of this clause, except that on completion of five years recognised service the employee shall be entitled to 5 weeks annual leave. For the purposes of this clause, "service" shall be as defined in clause 2.
- 9.2 Casual employees may be paid 8% of gross taxable earnings in lieu of annual leave to be added to the salary paid for each engagement should they meet the requirements of section 28 of the Holidays Act.
- 9.3 **Shift Employees**
- Employees who work rotating shift patterns or those who work qualifying shifts shall be entitled, on completion of 12 months employment on shift work, to up to an additional 5 days annual leave, based on the number of qualifying shifts worked. The

entitlement will be calculated on the annual leave anniversary date. Qualifying shifts are defined as a shift which involves at least 2 hours work performed outside the hours of 8.00am to 5.00pm, excluding overtime.

9.4 Employees who do not work shift work as defined in clause 2.0 and who are required to participate on on-call rosters, shall be granted 2 hours leave for each weekend day or part there-of where the on-call period is 8 or more hours, they are required to be on-call during normal off duty hours, up to a maximum of 3 days additional leave per annum. Such leave shall be paid at annual leave averages and is accumulative. Employees who work qualifying shifts under sub-clause 9.3 are not entitled to leave under this sub-clause.

Number of qualifying shifts per annum	Number of days additional leave per annum
121 or more	5 days
96 – 120	4 days
71 – 95	3 days
46 – 70	2 days
21 – 45	1 day

9.5 **Conditions**

Shift leave and on-call leave shall not be pro-rated. Annual leave is to be taken within 12 months of entitlement becoming due. Where the annual leave is not taken within twenty-four (24) months of being accrued and there is no agreement on when the leave is to be taken, the employer may direct the employee to take annual leave with a minimum of four (4) weeks' notice.

- a. Annual leave may be granted in one or more periods.
- b. In accordance with the Holidays Act 2003, the employee shall be given the opportunity to take two weeks leave at one time.
- c. Annual leave is able to be accrued to a maximum of two years entitlement.
- d. Annual leave shall be taken to fit in with service/work requirements and the employee's need for rest and recreation.
- e. When an employee ceases employment, wages shall be paid for accrued annual leave and the last day of employment shall be the last day worked.
- f. An employee may anticipate up to one year's annual leave entitlement at the discretion of the employer.

10. PUBLIC HOLIDAYS

10.1 In accordance with the Holidays Act 2003, the following days will be observed and paid as Public Holidays (noting that no employee is entitled to observe any public holiday twice):

- New Year's Day
- 2 January
- Waitangi Day
- Good Friday
- Easter Monday
- ANZAC Day
- Sovereign's Birthday
- Labour Day
- Christmas Day
- Boxing Day
- Matariki
- Anniversary Day (as observed in the locality concerned)

10.2 In order to maintain essential services, the employer may require an employee to work on a day that a Public Holiday is observed (which includes a Public Holiday whose observance is transferred to the Monday or Tuesday) if that day would be an Otherwise Working Day for the employee.

10.3 Working on a Public Holiday

10.3.1 Where an employee is required to work on a day that is a Public Holiday for them then, subject to that day being an Otherwise Working Day for the employee, they:

- a. Will be paid at double their ordinary hourly rate of pay (T2) for each hour worked; and
- b. Will be granted an Alternative Holiday.

10.4 On-call on a Public Holiday

10.4.1 Where an employee is required to be on call on a day that is a Public Holiday for them and is called into work they shall, subject to that day being an Otherwise Working Day for the employee:



- a. Be paid for the hours rostered on call at the appropriate Public Holiday on call rate (per clause 7.1.1)
- b. Be paid for call outs, in accordance with clause 7.2
- c. Be granted an Alternative Holiday.

10.4.2 Where an employee is required to be on call on a day that is a Public Holiday for them, but is not called back into work, they shall, subject to that day being an Otherwise Working Day for the employee:

- a. Be paid for the hours rostered on call at the appropriate Public Holiday rate (per clause 7.1.1)
- b. Be granted an Alternative Holiday.

10.4.3 If the Public Holiday is an Otherwise Working Day for the employee, and:

- a. If the employer decides not to operate the ordinary roster; and
- b. Instead operates an on-call roster; and
- c. the Employee participates in that on-call roster then the Employee will continue to receive payment as if the day was an Otherwise Working Day in addition to the contractual entitlements arising from being on call on the Public Holiday.

10.5 **Shifts or on-call straddling a Public Holiday**

Those employees who are required to work a night shift or period of rostered on call which straddles a Public Holiday shall be paid as per clause 10.3 or 10.4 (as applicable) for those hours which occur on the Public Holiday and the applicable rates for the remainder of the shift. Only one alternative holiday shall apply in respect of each Public Holiday or part thereof worked.

10.6 **Entitlements where the employee's Public Holiday falls on a Saturday or Sunday, but is transferred for others to the Monday or Tuesday**

10.6.1 Employees who are required to work on a Public Holiday on the weekend day(s) on which it falls and are paid under clause 10.3 for doing so, and who are also required to work on the weekday to which observance of the public holiday would otherwise be transferred (had the Public Holiday not been observed for them on the weekend day), will be paid at weekend rates as per clause 6.3 for time worked on the corresponding week day. For the avoidance of doubt, only one alternative holiday will be granted in this case.

10.6.2 If both the weekend day on which the Public Holiday falls, and the day to which it would otherwise be transferred, are Otherwise Working Days for the employee, then the employer can roster the individual on duty for both days. If, having worked the day on which the Public Holiday falls for them, the employer decides to roster the employee off duty on the transferred day and the employee was available and willing to work, then the employee will suffer no loss of ordinary pay for not working on the transferred day.

10.7 **Otherwise Working Day**

As per the Holidays Act (s.12), an Otherwise Working Day is a day that the employee would have been working had the day not been a public holiday, based on their usual roster and work patterns.

10.8 **Alternative Holidays**

10.8.1 Notwithstanding anything in clause 10, no employee will receive more than one Alternative Holiday in respect of any Public Holiday.

10.8.2 Alternative Holidays shall be taken and paid as specified in the Holidays Act 2003.

10.9 The following shall apply to off-duty days upon which the employee does not work:

10.9.1 **Fulltime employees:**

Where the day that is a Public Holiday for them is a rostered day off, then subject to 10.8, the employee will be granted one Alternative Holiday in respect of the public holiday but will not receive any payment for the Public Holiday.

10.9.2 **Fixed hours part-time employees:**

Where the employee's days of work are fixed, Public Holiday entitlements will only arise if the day on which the Public Holiday is observed would be an Otherwise Working Day for that employee.

10.9.3 **Non-fixed hours part-time employees:**

Where the employee's days are not fixed, Public Holiday entitlements will arise if the day of the week on which the Public Holiday is observed is a day of the week that the employee worked at least 5 out of the last 13 weeks. Where Public Holiday entitlements do arise and the employee does not work, payment will be as per the Holidays Act.

10.10 **Public holidays falling during leave:**

10.10.1 *Leave on pay:*

When a Public Holiday falls during a period of annual holidays, sick leave on pay or special leave on pay, an employee is entitled to that public holiday which is not debited against such leave.

10.10.2 *Leave without pay:*

An employee shall not be entitled to payment for a Public Holiday falling during a period of leave without pay (including sick or military leave without pay) unless the employee has worked during the fortnight ending on the day on which the Public Holiday is observed.

10.10.3 *Leave on reduced pay:*

An employee, during a period of leave on reduced pay, shall be paid at the relevant daily pay for public holidays falling during the period of such leave.

11. BEREAVEMENT / TANGIHANGA LEAVE

- 11.1 The employer shall approve special bereavement leave on pay for an employee to discharge any obligation and/or to pay respects to a Tupapaku / deceased person with whom the employee has had a close association. Such obligations may exist because of blood or family ties or because of particular cultural requirements such as attendance at all or part of a Tangihanga (or its equivalent). The length of time off shall be at the discretion of the employer and should not be unreasonably withheld and will be exercised in accordance with the Holidays Act 2003. Bereavement Leave shall include miscarriage or still-birth as per s.69 (2) (c-d) of the Holidays Act 2003.
- 11.2 If the bereavement occurs while an employee is absent on annual leave, sick leave on pay or any other special leave on pay, the employer must allow the employee to take bereavement leave for any period relating to the bereavement.
- 11.3 This provision will not apply if the employee is on leave without pay.
- 11.4 In granting time off the employer must administer these provisions in a culturally appropriate manner, especially in the case of Tangihanga.
- 11.5 The employer agrees that on application, it may be appropriate, to grant leave without pay in order to accommodate various special bereavement needs not recognised in clause 11.1 above.

12. SICK & DOMESTIC LEAVE



In applying the provisions of this clause, the parties note:

- their agreed intent to have healthy staff and a healthy workplace
- that staff attending work unwell is to be discouraged and the focus is on patient and staff safety
- that they wish to facilitate a proper recovery and a timely return to work
- that staff can have sick leave and domestic absences calculated on an hourly basis.

12.1 In accordance with the Holidays Act 2003 (as amended) on appointment to the employer, an employee shall be entitled to ten (10) working days leave for sick or domestic purposes during the first twelve months of employment, and up to an additional ten (10) working days for each subsequent twelve-month period.

The employee shall be paid for minimum statutory sick leave entitlement as prescribed in the Holidays Act 2003. Additional contractual or discretionary sick leave that is taken or approved shall be paid at the normal rates of pay (T1 rate only).

A medical certificate may be required to support the employee's claim.

12.2 **Additional Discretionary Leave**

12.2.1 In the event an employee has no entitlement left, they are entitled to apply for up to ten 10 days' discretionary leave per annum. The employer recognises that discretionary sick and domestic leave is to ensure the provision of reasonable support to staff having to be absent from work where their entitlement is exhausted. The first five (5) days of discretionary leave shall be approved on the same basis as leave under clause 12.1.

12.2.2 When considering whether to grant the second five (5) days of discretionary leave under this clause, the Employer shall take into account the following:

- The employee's length of service
- The employee's attendance record
- The consequences of not providing the leave
- Any unusual and/or extenuating circumstances

12.2.3 Requests should be considered at the closest possible level of delegation to the employee and in the quickest time possible. Reasons for a refusal shall, when requested by the employee, be given in writing and before refusing a request, the decision maker is expected to seek appropriate guidance.

12.3 At the employer's discretion an employee may be granted further anticipated sick or

domestic leave. Any anticipated leave taken in excess of an employee's entitlement at the time of cessation of employment may be deducted from the employee's final pay.

- 12.4 Where an employee is suffering from a minor illness which could have a detrimental effect on the patients or other staff in the employer's care, the employer may, at its discretion, either:
- 12.4.1 place the employee on suitable alternative duties, including working from home (where appropriate); or
 - 12.4.2 direct the employee to take leave on full pay. Such leave shall not be a charge against the employees sick and domestic leave entitlement.
- 12.5 The employee can accumulate their entitlement up to a maximum of 260 days. Up to 20 days of sick leave in any one year will be paid at relevant daily pay or average daily pay, in accordance with the Holidays Act 2003. Any further days will be paid at ordinary daily pay.
- 12.6 The provisions of this clause are inclusive of the leave provisions of the Holidays Act 2003.
- 12.7 Domestic Leave as described in this clause is leave used when the employee must attend a dependent of the employee. This person would, in most cases, be the employee's child, partner or other dependent family member.
- 12.7.1 It does not include absences during or in connection with the birth of an employee's child. Annual leave or parental leave should cover such a situation.
 - 12.7.2 At the employer's discretion, an employee may be granted leave without pay, where the employee requires additional time away from work to look after a seriously ill member of the employee's family.
 - 12.7.3 The production of a medical certificate or other evidence of illness may be required.
- 12.8 Sickness during paid leave: When sickness occurs during paid leave, such as annual or long service leave, the leave may be debited against the sick leave entitlement, (except where the sickness occurs during leave following the relinquishment of office) provided that:
- 12.8.1 The period of sick leave is more than three days and a medical certificate is produced.



12.8.2 In cases where the period of sickness extends beyond the approved period of annual or long service leave, approval will also be given to debiting the portion, which occurred within the annual leave or long service leave period, against sick leave entitlement, provided the conditions in 12.8 and 12.8.1 above apply.

12.8.3 Annual leave or long service leave may not be split to allow periods of illness of three days or less to be taken.

12.9 Where an employee has a consistent pattern of short-term Sick Leave, or where those absences are more than 10 working days/shifts or more in a year, then the employee's situation may be reviewed in line with the District's policy and Sick Leave practices. The focus of the review will be to assist the employee in establishing practical arrangements to recover from sickness or injury.

12.10 **ACC and Sick Leave**

12.10.1 **Work-related Accidents**

Where an employee is incapacitated as a result of a work accident, and that employee is on earnings related compensation, then the employer agrees to supplement the employee's compensation by 20% of base salary during the period of incapacitation. This payment shall be taken as a charge against Sick Leave up to the extent of the employee's paid sick leave entitlement. The employer may agree to reimburse employees for treatment and other expenses or for financial disadvantage incurred as a result of a work-related accident. This agreement will be on a case-by-case basis.

12.10.2 **Work related assaults**

Where an employee is incapacitated as a result of a workplace assault, and that employee is on earnings related compensation, then the employer will top up the ACC payments to 100% of normal/ordinary rate of pay during the period of incapacitation. This shall not be debited against the employee's sick leave. The employer will reimburse the employee for any costs incurred that are part charges for ACC agreed treatment and other associated ACC expenses.

12.10.3 **Non-Work related Accidents**

Where the employee requests, the employer shall supplement the employee's compensation by 20% of base salary and this shall be debited against the employee's sick leave up to the extent of the employee's paid sick leave entitlement.



12.10.4 The parties agree that sick leave may be appropriate to attend scheduled medical appointments related to an illness or injury the employee or their dependent is suffering, provided that reasonable efforts are made by the employee to schedule such appointments outside of work time or at a time that will ensure minimal disruption to the service. An absence of less than two hours will not be debited against sick leave.

13. PARENTAL LEAVE

13.1 **Statement of principle** - The parties acknowledge the following provisions are to protect the rights of employees during pregnancy and on their return to employment following parental leave and is to be read in conjunction with the Parental Leave and Employment Protection Act 1987 (referred to as the Act in this clause 13), provided that where this clause 13 is more favourable to the employee, the provisions of this clause 13 shall prevail. Employees should seek the advice of their manager, Human Resources or APEX in applying for parental leave. Advice on parental leave is also available from Employment New Zealand (www.employment.govt.nz). Advice on parental leave payments is available from the Inland Revenue Department (www.ird.govt.nz.)

13.2 **Entitlement and eligibility** - Provided that the employee assumes or intends to assume the primary care as defined in the Act, or is the primary carer or partner of a primary carer, the entitlement to parental leave is:

- a. in respect of every child born to them or their partner;
- b. in respect of every child under six years of age, where the employee becomes a primary parent for the child;
- c. where two or more children are born at the same time or where the employee becomes a primary carer for two or more children under six years of age within a one-month period, for the purposes of these provisions the employee's entitlement shall be the same as if only one child.

NOTE: Whāngai arrangements are included in situations where the employee becomes a primary care for a child or two or more children.

13.3 **Length of Parental Leave**

- a. Parental leave of up to 12 months is to be granted to employees with at least one year's service at the time of commencing leave.
- b. Parental leave of up to six months is to be granted to employees with less than one year's service at the time of commencing leave.



Provided that the length of service for the purpose of this clause means the aggregate period of service, whether continuous or intermittent, in the employment of the employer.

- c. The maximum period of parental leave may be taken by either the employee exclusively or it may be shared between the employee and their partner either concurrently or consecutively. This applies whether or not one or both partners are employed by the employer. The parental leave may be taken in more than one continuous period, with the start and finish dates of each additional period, and any extension of parental leave past the anniversary date of the commencement of parental leave, to be agreed between the employer and the employee.
- d. Pursuant to Part 3 (A) of the Act employees who are not entitled to primary carer leave may request a period of negotiated carer leave from their employment. Negotiated carer leave may enable the employee to receive parental leave payments from IRD if they meet the parental leave payment threshold test.

13.4 In cases of adoption of children of under six years of age, parental leave shall be granted in terms of clauses 13.2 and 13.3 above, providing that fourteen days' notice is given before the employee intends to assume the responsibility for the care of the child. Evidence of an approved adoption placement shall be provided to the employer's satisfaction.

NOTE: Whāngai arrangements are included.

13.5 Employees intending to take parental leave are required to give at least one month's notice in writing and the application is to be accompanied by a certificate signed by a registered medical practitioner or midwife certifying the expected date of delivery. The provision may be waived where the employee becomes a primary carer for a child under the age of six or in circumstances outside the control of the employee.

13.6 The commencement of leave shall be in accordance with the provisions of the Paid Parental Leave and Employment Protection Act 1987.

13.7 An employee absent on parental leave is required to give at least one month's notice to the employer of their intention to return to duty. When returning to work the employee must report to duty not later than the expiry date of such leave.

NOTE: It is important that employees are advised when they commence parental leave that, if they fail to notify the employer of their intention to return to work or resign, they shall be considered to have abandoned their employment.

13.8 Parental leave is not to be granted as sick leave on pay.



13.9 **Job protection:**

13.9.1 Subject to clause 13.10 below, an employee returning from parental leave is entitled to resume work in the same position or a similar position to the one they occupied at the time of commencing parental leave. A similar position means a position:

- a. at the equivalent salary, grading;
- b. at the equivalent weekly hours of duty;
- c. in the same location or other location within reasonable commuting distance; and
- d. involving responsibilities broadly comparable to those experienced in the previous position.

13.9.2 Where applicable, employees shall continue to be awarded increments when their incremental date falls during absence on parental leave.

13.9.3 Parental leave shall be recognised towards service-based entitlements, i.e.: annual leave and sick leave. However, parental leave will not contribute to Retiring Gratuities allowance calculations.

13.10 **Ability to Hold Position Open**

13.10.1 Where possible, the employer must, hold the employee's position open or fill it temporarily until the employee's return from parental leave. However in the event that the employee's position is a "key position" (the employer may fill the position on a permanent basis.

13.10.2 Where the employer is not able to hold a position open, or to fill it temporarily until an employee returns from parental leave, or fills it permanently on the basis of it being a key position, a similar position (as defined in 13.9.1 a) above) is not available, the employer may approve one of the following options:

- a. an extension of parental leave for up to a further 12 months until the employee's previous position or a similar position becomes available; or
- b. an offer to the employee of a similar position in another location (if one is available) with normal transfer expenses applying; if the offer is refused, the employee continues on extended parental leave as in 13.10.2 (a) above for up to 12 months; or
- c. the appointment of the employee to a different position in the same

location, but if this is not acceptable to the employee the employee shall continue on extended parental leave in terms of 13.10.2 (a) above for up to 12 months:

provided that, if a different position is accepted and within the period of extended parental leave in terms of 13.10.2 (a), the employee's previous position or a similar position becomes available, then the employee shall be entitled to be appointed to that position; or

- d. where extended parental leave in terms of 10.10.2 (a) above expires, and no similar position is available for the employee, the employee shall be declared surplus under clause 26 of this Agreement.

- 13.11 If the employee declines the offer of appointment to the same or similar position in terms of sub clause 13.9.1 above, parental leave shall cease.
- 13.12 Where, for reasons pertaining to the pregnancy, an employee on medical advice and with the consent of the employer, elects to work reduced hours at any time prior to starting parental leave, then the guaranteed proportion of full-time employment after parental leave shall be the same as that immediately prior to such enforced reduction in hours.
- 13.13 Parental leave absence filled by temporary appointee - If a position held open for an employee on parental leave is filled on a temporary basis, the employer must inform the temporary appointee that their employment will terminate on the return of the employee from parental leave.
- 13.14 Employees on parental leave may from time to time and by agreement work occasional duties during the period of parental leave and this shall not affect the rights and obligations of either the employee or the employer under this clause.
- 13.15 **Paid Parental Leave** – Where an employee takes parental leave under this clause, meets the eligibility criteria in 13.2 (i.e. they assume or intend to assume the primary care of the child), and is in receipt of the statutory paid parental leave payment in accordance with the provisions of the Parental Leave and Employment Protection Act 1987 the employer shall pay the employee the difference between the weekly statutory payment and the equivalent weekly value of the employee's base salary (pro rata if less than full-time) for a period of up to 14 weeks.

Employees who negotiate carer leave under Part 3 (A) of the Act are not eligible for paid parental leave under this clause.



These payments shall be made at the commencement of the parental leave and shall be calculated at the base rate (pro rata if appropriate) applicable to the employee for the six weeks immediately prior to commencement of parental leave. From 1 June 2017 an employee who takes a period of paid leave (e.g. annual leave) at the start of his or her parental leave may elect to start his or her parental leave payment period on the day after the date on which that period of paid leave ends, even if it is later than the child's arrival or due date.

These payments shall only be made in respect of the period for which the employee is on parental leave and in receipt of the statutory payment if this is less than 14 weeks.

Where 13.3(c) applies and both partners are employed by Health NZ, the paid parental leave top up will be made to only one employee, being the employee who has primary care of the child.

13.16 **Reappointment After Absence Due To Childcare**

- a. Employees who resign to care for a dependent pre-school child or children may apply to their former employer for preferential appointment to a position which is substantially the same in character and at the same or lower grading as the position previously held.
- b. Parental leave is a distinct and separate entity from absence due to childcare.
- c. The total period of childcare absence allowed is four years plus any increases in lieu of parental leave. Longer absence renders a person ineligible for preferential appointment.
- d. Persons seeking reappointment under childcare provisions must apply to the former employer at least three months before the date on which they wish to resume duties.
- e. This application for reappointment must be accompanied by:
 - i. The birth certificate of the pre-school child or children; and
 - ii. A statutory declaration to the effect that the absence has been due to the care of a dependent pre-school child or children, that the four year maximum has not been exceeded, and that paid employment has not been entered into for more than 15 hours per week. Where paid employment has exceeded 15 hours per week the reappointment is at the CEO's discretion.
- f. The employer shall make every effort to find a suitable vacancy for eligible applicants as soon as their eligibility for preferential re-entry is established.



Appointment to a position may be made at any time after the original notification of intention to return to work, provided the appointee agrees.

- g. Where:
 - i. The applicant meets the criteria for eligibility; and
 - ii. There exists at the time of notification or becomes available within the period up to two weeks before the intended date of resumption of duties a position which is substantially the same in character and at the same or lower grading as the position previously held; and
 - iii. The applicant has the necessary skills to competently fill the vacancy; then the applicant under these provisions shall be appointed in preference to any other applicant for the position.
- h. Absence for childcare reasons will interrupt service but not break it.
 - i. The period of absence will not count as service for the purpose of sick leave, annual leave, retiring leave or gratuities, long service leave or any other leave entitlement.

14. JURY SERVICE/WITNESS LEAVE

- 14.1 Employees called on for jury service are required to serve. Where the need is urgent, the employer may apply for postponement because of particular work needs, but this may be done only in exceptional circumstances.
- 14.2 An employee called on for jury service may elect to take annual leave, leave on pay, or leave without pay. Where annual leave or leave without pay is granted or where the service is performed during an employee's off duty hours, the employee may retain the juror's fees (and expenses paid).
- 14.3 Where leave on pay is granted, a certificate is to be given to the employee by the employer to the effect that the employee has been granted leave on pay and requesting the Court to complete details of juror's fees and expenses paid. The employee is to pay the fees received to the employer but may retain expenses.
- 14.4 Where leave on pay is granted, it is only in respect of time spent on jury service, including reasonable travelling time. Any time during normal working hours when the employee is not required by the Court, the employee is to report back to work where this is reasonable and practicable.



- 14.5 Where an employee is required to be a witness in a matter arising out of his/her employment, he/she shall be granted paid leave at the salary rate consistent with their normal rostered duties. The employee is to pay any fee received to the employer but may retain expenses.

15. LEAVE TO ATTEND MEETINGS

- 15.1 The employer shall grant paid leave (at ordinary rates) to employees required to attend formal meetings of registration body (except where the matter arises out of employment with another employer).
- 15.2 Paid leave shall also be granted where an employee is required to attend meetings of Boards or Statutory Committees provided that the appointment to the Board or Committee is by ministerial appointment.
- 15.3 Any remuneration received by the employee for the period that paid leave was granted shall be paid to the employer.

16. LONG SERVICE LEAVE

- 16.1 An employee shall be entitled to long service leave of one week upon completion of each five-year period of recognised service as defined in clause 2.0. Such entitlement may be accrued. However, any service period for which a period of long service leave has already been taken or paid out shall not count towards this entitlement.
- 16.2 Long Service Leave will be paid for each week of leave on the same basis as annual leave (Clause 9) in accordance with the Holidays Act 2003. This will be based on the employee's FTE status at the time of taking the leave. Wherever practicable long service leave is to be taken in periods of not less than a week.
- 16.3 Leave without pay in excess of three months taken on any one occasion will not be included in the 5- year qualifying period, with the exception of Parental Leave.
- 16.4 For the purposes of 16.1 recognised service shall be from 1 October 2008.

The employee shall accrue the entitlement in accordance with clause 16.1 above, with their service being deemed to commence, for the purpose of this calculation, on the date service was previously deemed to commence under the scheme. Any long service leave actually taken, shall be deducted from that entitlement and the residue shall become the remaining entitlement. That shall be added to any further accrual, with the leave being taken in accordance with clause 16.1 above.



- 16.5 The employer shall pay out any long service leave to which the employee has become entitled but has not taken upon cessation of employment.
- 16.6 In the event of the death of an employee who was eligible for long service leave but has not taken the leave, any monies due will be paid to the deceased estate.

17. UNION REPRESENTATIVE'S EDUCATION LEAVE

- 17.1 Employers shall grant union members leave on pay to undertake trade union education or training, in accordance with the Employment Relations Act 2000. The provisions of this Act, or any amendment or Act passed in substitution for this Act, shall apply.
- 17.2 With the agreement of the Employer, an employee may be granted paid leave (at ordinary rates) if they are required to attend formal meetings of the APEX national executive.

18. FAMILY VIOLENCE LEAVE

- 18.1 The employer is committed to supporting staff that experience family violence, and staff seeking to address their issues with violence as and when occurrence of the violence is raised with the employer.
- 18.2 Employees affected by family violence have rights under the Employment Relations Act 2000, Holidays Act 2003 (relating to Family Violence Leave (ss72A-72J)) and the Human Rights Act 1993, including the right to:
- Take up to 10 days' paid family violence leave per year;
 - Request flexible working arrangements; and
 - Be free from discrimination in the workplace on the basis that they have experienced family violence
- 18.3 To further support the employee, the employer will provide access to counselling via the local EAP programme.
- 18.4 Employees experiencing family violence are encouraged to speak to their manager or Human Resources Department regarding the support available under the employer's Family Violence (or equivalent) policy.
- 18.5 At any time, an employee can apply to change their hours of work, days of work or place of work in line with Part 6AA of the Employment Relations Act: Flexible working. This application is to be made in line with the employer's Flexible Working Arrangements policy and application procedure.

19. EMPLOYEE RELEASE

- 19.1 Employees with 5 years' continuous service with the employer may apply for a one-off continuous period of unpaid Employee Release for a period of three months up to a maximum of twelve months. Such application shall be considered on a case-by-case basis and granted at the discretion of the employer. There will be no right of review. All service-related provisions/ benefits will be put on hold until resumption of normal duties.
- 19.2 The notification of the employee's intent to return to normal duties will be the same as Clause 13.7 (Parental Leave).
- 19.3 Job protection provisions will be the same as in Clause 13.9.1.
- 19.4 The provisions of this clause are separate from and in addition to normal unpaid leave provisions and it is acknowledged that employees may apply for unpaid leave at any time during their employment.

20. ACCIDENTS – TRANSPORT OF INJURED EMPLOYEES

- 20.1 Transport of injured employees – Where the accident is work-related and the injury sustained by the employee necessitates immediate removal to a hospital, or to a medical practitioner for medical attention and then to their residence or a hospital, or to their residence (medical attention away from the residence not being required), the District is to provide or arrange for the necessary transport, pay all reasonable expenses for meals and lodging incurred by or on behalf of the employee during the period she/he is transported, and claim reimbursement from ACC.

21. PROTECTIVE CLOTHING AND EQUIPMENT

- 21.1 In accordance with the Health and Safety at Work Act 2015 and associated Regulations, the employer shall ensure that employees are provided with any protective equipment required to ensure the safety of employees while at work. The maintenance and replacement of this equipment is the responsibility of the employer.
- 21.2 Suitable clean protective clothing shall be made available by the employer where the nature of a particular duty or duties would either continuously or intermittently render an employee's personal clothing or uniform to excessive soiling or damage or expose the employee's person to injury or excessive discomfort through biological, chemical or physical hazards. Such protective clothing shall remain the property of the employer and, as such, shall be laundered or otherwise cleaned free of charge.



- 21.3 Where the employer requires an employee to wear a specified uniform, or where the nature of the work requires the wearing of protective or work clothing, sufficient sets of the specified uniforms, protective or work clothing will be supplied to each employee and will subsequently be laundered and maintained by the employer. When such items are on personal issue to the employees, they are replaced by the employer subject to fair wear and tear in the service of the employer.
- 21.4 An employee may at the employer's discretion be compensated for damage to personal clothing worn on duty, or reimbursed dry-cleaning charges for excessive soiling to personal clothing worn on duty, provided the damage or soiling did not occur as a result of the employee's negligence or failure to wear the protective clothing provided.

22. REFUND OF ANNUAL PRACTISING CERTIFICATE AND PROFESSIONAL ASSOCIATION FEES

- 22.1 The cost of the certificate shall be met by the employer provided that:
- a. any payment will be offset to the extent that the employee has received a reimbursement from another employer.
 - b. the employer will only pay one annual practising certificate (APC) unless there are operational requirements for an employee to maintain multiple APCs.
- 22.2 Employees will be reimbursed (on presentation of official receipts) the membership fee of Dietitians New Zealand or the Dietitians Association of Australia up to a maximum level of \$445.50 if:
- a. the membership is directly relevant to the employee's duties; and
 - b. the professional association does not act as the acting union for its members.
- 22.3 Provided that, if the employee also works for another organisation or in private practice, the employer will only be required to pay the amount on a pro-rata basis.
- 22.4 Where the employer agrees, an individual may join additional professional associations that are agreed as relevant to their practice and clinical setting and may be reimbursed the cost of memberships up to the maximum amount of \$300.
- Where the employer requires a current employee to become a member of a specific professional association, then the cost of that membership shall be fully reimbursed.



23. PROFESSIONAL DEVELOPMENT, EDUCATION & TRAINING LEAVE

- 23.1 Professional development is a way of valuing staff and is essential to the maintenance and development of a quality and efficient service. Staff maintaining and developing their roles is critical to the delivery of effective client care.
- 23.2 The employer accepts responsibility for providing the necessary resources and costs to meet the competency requirements of the Health Practitioner Competency Assurance Act. Reimbursement of approved fees, required to enrol in a recognised Continuing Professional Development (CPD) programme will be provided.
- 23.3 Participation in an annually agreed professional development plan is mutually beneficial. The plan should:
- a. Link to the employee's current position; and/or
 - b. Align with the employee's career goals;
 - c. Align with the strategic direction and/or service plans of the District;
 - d. Where applicable, assist the employee to meet the regulatory requirements to maintain professional competence;
- 23.4 The organisation's training and professional development processes shall:
- a. Be clear to employees; and
 - b. Provide information and advice to employees regarding sources of and access to professional development funds/entitlements; and
 - c. Require that the employee's professional development plan and activities are recorded; and
 - d. Require that employees will share the knowledge and expertise gained from professional development as appropriate.
- 23.5 The parties acknowledge that monitoring of the application of these provisions is of mutual interest and arrangements shall be in place locally to ensure that these principles are consistently applied and that the needs of each party are met.
- 23.6 Time for preparation for an employee who is required to present at meetings or in-service training shall be provided within the employee's ordinary hours of work by prior agreement.

23.7 Attendance at Professional Development in non-work time

23.7.1 Where an employee is required to attend a professional development course in non-work time then they shall be entitled to be paid for this time at their ordinary rate (T1) to a maximum of eight hours per day.

23.7.2 By agreement with their manager, the employee may take equivalent time-off-in-lieu instead of payment under 23.7.1. Where the employee is full-time, and where time-off-in-lieu is agreed, this should be taken in the following working week.

23.7.3 Where the employee has a specified professional development leave entitlement (including pooled arrangements), then non-work days paid under 23.7.1 or time in lieu taken in 23.7.2 will be debited against this entitlement.

23.8 For the purpose of this clause 'required' means attendance is directed by the employer, or explicitly agreed and documented as part of the employee's Professional Development Plan to meet the General Expectations of Practice .

24. EMPLOYEE PARTICIPATION

24.1 The parties to this Agreement accept that change in the Health Service is necessary in order to ensure the efficient and effective delivery of health services.

24.2 The parties recognise that they have a mutual interest in ensuring that health services are provided efficiently and effectively, and that each has a contribution to make in this regard.

The involvement of employees should contribute to:

- a. Improved decision-making.
- b. Greater co-operation between the parties to this Agreement.
- c. A more harmonious, effective, efficient, safe and productive workplace.

Therefore, the employer agrees to the following provisions for consultation, recognition of staff participation and access to facilities.

24.2.1 Paid time off shall be allowed for recognised staff representatives to attend meetings with management and consult with employees, to discuss those issues addressed in this clause, clause 25 and Clause 26.0 specifically: staff surplus, and options for resolving staff surplus.

24.2.2 Prior approval for such meetings shall be obtained from management. Such approval shall not be unreasonably withheld.



24.2.3 The amount of time off and facilities provided shall be sufficient to enable full consideration of the issues.

24.3 For the purposes of Clauses 25.0, 26.0 and 27.0, the recognised representative shall be the union advocate unless otherwise agreed.

24.4 **Consultation**

24.4.1 Consultation involves the statement of a proposal not yet finally decided upon, listening to what others have to say, considering their responses and then deciding what will be done. Consultation clearly requires more than mere prior notification.

24.4.2 The requirement for consultation should not be treated perfunctorily or as a mere formality. The person(s) to be consulted must be given sufficient opportunity to express their view or to point to difficulties or problems. If changes are proposed and such changes need to be preceded by consultation, the changes must not be made until after the necessary consultation has taken place.

24.4.3 Both parties should keep open minds during consultation and be ready to change. Sufficiently precise information must be given to enable the person(s) being consulted to state a view, together with a reasonable opportunity to do so either orally or in writing.

24.4.4 Consultation requires neither agreement nor consensus, but the parties accept that consensus is a desirable outcome.

24.4.5 However, the final decision shall be the responsibility of the employer.

24.4.6 From time-to-time directives will be received from government and other external bodies, or through legislative change. On such occasions, the consultation will be related to the implementation process of these directives.

24.4.7 The process of consultation for the management of change shall be as follows:

- a. The initiative being consulted about should be presented by the employer as a “proposal” or “proposed intention or plan” which has not yet been finalised.
- b. Sufficient information must be provided by the employer to enable the party/parties consulted to develop an informed response.
- c. Sufficient time must be allowed for the consulted party/parties to

assess the information and make such response, subject to the overall time constraints within which a decision needs to be made.

- d. Genuine consideration must be given by the employer to the matters raised in the response.
- e. The final decision shall be the responsibility of the employer.

The above process shall be completed prior to the implementation of clause 26.

25. RESTRUCTURING

- 25.1 In the event that all or part of the work undertaken by the employee will be affected by the employer entering into an arrangement whereby a new employer will undertake the work currently undertaken by the employee, the employer will meet with the employee, providing information about the proposed arrangement and an opportunity for the employee to comment on the proposal, and will consider and respond to their comments. The employee has the right to seek the advice of their union or to have the union act on their behalf.
- 25.2 The employer will negotiate with the new employer, including whether the affected employees will transfer to the new employer on the same terms and conditions, and will include in the agreement reached with the new employer a requirement that the employee be offered a position with the new employer at the same or similar terms of employment.
- 25.3 Where the employee either chooses not to transfer to the new employer, or is not offered employment by the new employer, the employer will activate the staff surplus provisions of this agreement.

26. STAFF SURPLUS

When as a result of the substantial restructuring of the whole, or any parts, of the employer's operations; either due to the reorganisation, review of work method, change in plant (or like cause), the employer requires a reduction in the number of employees, or, employees can no longer be employed in their current position, at their current grade or work location (i.e. the terms of appointment to their present position), then the options in sub clause 26.3 below shall be invoked and decided on a case by case basis by the employer having due regard to the circumstances of the affected employee.



26.1 NOTIFICATION

The employer will advise the employee organisation at least one month prior to the date that notice is required to be given to the employee whose position is required to be discharged. Notification of a staffing surplus shall be advised to the affected employee. This date may be varied by agreement between the parties. During this period, the employer and the employee will meet to discuss the option most appropriate to the circumstances. Where employees are to be relocated, at least one month's notice shall be given to employees, provided that in any situation, a lesser period of notice may be mutually agreed between the employee and the employer where the circumstances warrant it (and agreement shall not be unreasonably withheld).

26.2 The following information shall be made available to the employee representative:

- a. The location/s of proposed surplus
- b. The total number of proposed surplus employees
- c. The date by which the surplus needs to be discharged
- d. The positions, grading, names and ages of the affected employees
- e. Availability of alternative positions with the employer.

On request the employee representative will be supplied with relevant additional information where available.

26.3 OPTIONS

The following are the options in order of preference to be applied by the employer in staff surplus situations:

- a. Reconfirmed in position
- b. Attrition
- c. Redeployment
- d. Leave without pay
- e. Retraining
- f. Severance.

Option (a) will preclude employees from access to the other options. The aim will be to minimise the use of severance. When severance is included, the provisions in sub clause 26.9 will be applied as a package.



26.4 RECONFIRMED IN POSITION

Where a position is to be transferred into a new structure in the same location and grade, where there is one clear candidate for the position, the employee is to be confirmed in it. Where there is more than one clear candidate the position will be advertised internally with appointment made as per normal appointment procedures.

26.5 ATTRITION

Attrition means that as people leave their jobs because they retire, resign, transfer, die or are promoted then they may not be replaced. In addition, or alternatively, there may be a partial or complete freeze on recruiting new employees or on promotions.

26.6 RE-DEPLOYMENT

Employees may be redeployed to a new job at the same or lower salary in the same or new location.

26.6.1 Where the new job is at a lower salary, an equalisation allowance will be paid to preserve the salary of the employee at the rate paid in the old job at the time of redeployment. The employer can preserve the salary in the following ways:

- a. A lump sum to make up for the loss of basic pay for the next two years (this is not abated by any subsequent salary increases); or
- b. An ongoing allowance for two years equivalent to the difference between the present salary and the new salary (this is abated by any subsequent salary increases).

26.6.2 Where the new job is within the same local area and extra travelling costs are involved, actual additional travelling expenses by public transport shall be reimbursed for up to 12 months.

26.6.3 The redeployment may involve employees undertaking some on-the-job training.

26.7 LEAVE WITHOUT PAY

Special leave without pay may be granted within a defined period without automatic right of re-engagement. This provision does not include parental or sick leave.

26.8 RETRAINING

26.8.1 Where a skill shortage is identified, the employer may offer a surplus employee retraining to meet that skill shortage with financial assistance up to the maintenance of full salary plus appropriate training expenses. It may

not be practical to offer retraining to some employees identified as surplus. The employer needs to make decisions on the basis of cost, the availability of appropriate training schemes and the suitability of individuals for retraining.

- 26.8.2 If an employee is redeployed to a position that is similar to his or her previous one, any retraining may be minimal, taking the form of "on the job" training such as induction or in-service education. Where an employee is deployed to a new occupation or a dissimilar position the employer should consider such forms of retraining as in-service education, block courses or night courses at a technical institute, nursing bridges programmes, etc.

Where an employee is deployed to a new occupation or a dissimilar position the employer should consider such forms of retraining including in service education, block courses or night courses at a technical institute, nursing bridges programmes or other relevant training, etc.

26.9 SEVERANCE

Payment will be made in accordance with the following:

- a. "Service" for the purposes of this sub clause means total aggregated service with the employing District, its predecessors or any other District, but excludes any service with any District or their predecessor which has been taken into account for the purposes of calculating any entitlement to a redundancy/severance/early retirement or similar payment from any other Districts or their predecessors. Employees who commenced employment with the employer prior to 1 October 2008 will retain pre-existing severance provisions, which are more favourable than those in this clause.
- b. 8.33 per cent of base salary (T1 rate only) for the preceding 12 months, in lieu of notice. This payment shall only be made where the requisite notice cannot be given. Notice that is of a lesser period than required by this document shall require the employer to pay an amount proportionate to the ungiven period of notice. This payment is regardless of length of service; and
- c. 12 per cent of base salary (T1 rate only) for the preceding 12 months, or part thereof for employees with less than 12 months' service; and
- d. 4 per cent of base salary (T1 rate only) for the preceding 12 months multiplied by the number of years of service minus one, up to a maximum of 19; and
- e. Where the period of total aggregated service is less than 20 years, 0.333 per cent of basic salary (T1 rate only) for the preceding 12 months multiplied by the number of completed months in addition to completed years of service.



- f. A retiring gratuity or service payment if applicable (the retiring gratuity provision in Schedule A shall apply).
- g. Outstanding annual leave and long service leave may be separately cashed up.
- h. Where there is an offer of redeployment to reduced hours, an employee may elect to take a pro-rata compensatory payment based on the above severance calculation.

26.10 **JOB SEARCH**

The employer should assist surplus staff to find alternative employment by allowing them a reasonable amount of time off work to attend job interviews without loss of pay. This is subject to the employer being notified of the time and location of the interview before the employee is released to attend it.

26.11 **COUNSELLING**

Counselling for affected employees and family will be made available as necessary.

27. TECHNICAL REDUNDANCY

Where an employee's employment is being terminated by the employer by reason of the sale or transfer of the whole or part of the employer's business, nothing in this Agreement shall require the employer to pay compensation for redundancy to the employee if:

- 27.1 The person acquiring the business or the part being sold or transferred
- a. Has offered the employee employment in the business or the part being sold or transferred; and
 - b. Has agreed to treat service with the employer as if it were service with that person and as if it were continuous; and

the conditions of employment offered to the employee by the person acquiring the business or the part of the business being sold or transferred are the same as, or are no less favourable than, the employee's conditions of employment, including:

- i. Any service-related conditions; and
- ii. Any conditions relating to redundancy; and
- iii. Any conditions relating to superannuation
- iv. Under the employment being terminated; and



The offer of employment by the person acquiring the business or the part of the business being sold or transferred is an offer to employ the employee in that business or part of the business either:

1. In the same capacity as that in which the employee was employed by the employer; or
2. In any capacity that the employee is willing to accept.

27.2 Where the person acquiring the business does not offer the employee employment on the basis of 27.1 above, the employee will have full access to the staff surplus provisions.

28. NOTICE

28.1 Unless otherwise stipulated, the employment shall be deemed to be a monthly one and a month's notice shall be given by either side; but this shall not prevent the employer from summarily dismissing any employee for serious or wilful misconduct or other just cause. Unless otherwise agreed where the required notice is not given the person terminating the service shall pay or forfeit wages to the value of the unexpired period of notice as the case may require.

29. ABANDONMENT OF EMPLOYMENT

29.1 Where an employee absents themselves from work for a continuous period exceeding three working days without the consent of the employer and without notification to the employer, and without good cause, they shall be deemed to have terminated their employment without notice.

29.2 All reasonable efforts must be made to contact and engage with the employee on the reason for their absence before final decisions are made.

30. PUBLIC HEALTH EMERGENCY (AND CIVIL DEFENCE) RESPONSE

30.1 The following provisions apply where there is a Public Health Emergency (PHE) or civil defence emergency and the District Emergency Service Plan is activated. These provisions shall also apply as applicable to civil defence emergencies declared under the relevant legislation.

30.2 The parties acknowledge that the public health system will be a critical part of the national/regional responses to a PHE.



- 30.3 As part of this response, the parties recognise the urgency of any response and the need for flexibility in how services are delivered and accordingly temporary changes may be made to how work is organised without the need for a formal change management processes specified in the CEA. Where circumstances allow the Districts will engage in good faith with the union prior to progressing any PHE response.
- 30.4 The principles around any such changes are:
- i. Services will work with their staff to develop the most clinically appropriate staffing arrangement to keep patients and staff safe during a PHE
 - ii. These arrangements could include ways of working that are outside of the standard provisions of the CEA hours of work clauses provided that:
 - iii. The rostered ordinary weekly or fortnightly hours of work do not exceed the current maximums without the agreement of the affected employee(s)
 - iv. No fixed term or permanent employee shall have their ordinary pay reduced while they are working such arrangements
 - v. Additional hours of work shall be remunerated in accordance with the relevant provisions (or their equivalents) of the CEA, and CEA penalties for minimum breaks, etc will continue to operate
 - vi. The alternate arrangements shall only continue in force for the period necessary and required by the Districts PHE response
 - vii. The union shall be informed of any arrangements operating under this provision.
- 30.5 In the event that an employee is required to continue to work from home, and not attend the work-place during a PHE, the parties shall agree the following:
- i. Scope of work to be performed.
 - ii. Hours of work as per clause 4 above.
 - iii. To provide the resources to support a productive working environment.
 - iv. The parties acknowledge that these may need to be changed or reviewed at short notice.



- 30.6 The parties recognise the potentially heightened focus on ensuring staff do not attend work when they themselves (or their dependents) may be unwell as a direct result of PHE. To support this, the District will take a permissive approach to access discretionary sick leave provisions where an employee has exhausted their sick leave entitlement. In addition, the District shall waive the recovery of the first 5 days of discretionary sick leave granted during the PHE. These arrangements do not replace the Minor Illness provisions in clause 12.5.
- 30.7 The parties commit to national oversight and engagement on the operation of this clause and other operational matters related to PHE responses, which may include provision of agreed national guidelines.

31. DEDUCTION OF UNION FEES

- 31.1 The Employer shall deduct union fees from the wages and salaries of members of the union when authorised in writing by members. The Employer will forward the monies with the names and the individual amounts deducted to the union.

32. STOPWORK MEETINGS

- 32.1 Subject to subsections 32.2 to 32.5, the Employer shall allow every employee covered by this Agreement to attend, on ordinary pay, at least two meetings (each of a maximum of two hours' duration) in each year (being the period beginning on the 1st day of January and ending on the 31st day of December) with their representatives.
- 32.2 The representative shall give the employer at least 14 days' notice of the date and time of any meeting to which subsection 32.1 is to apply.
- 32.3 The representative shall make such arrangements with the employer as may be necessary to ensure that the employer's business is maintained during any meeting, including, where appropriate, an arrangement for sufficient employees members to remain available during the meeting to enable the employer's operation to continue.
- 32.4 Work shall resume as soon as practicable after the meeting, but the employer shall not be obliged to pay any employee for a period greater than two hours in respect of any meeting.
- 32.5 Only employees who actually attend a meeting shall be entitled to pay in respect of that meeting and to that end the representative shall supply the employer with a list of employees who attended and shall advise the employer of the time the meeting finished.



32A Union Matters

32A.1. The employer recognises the right of an employee to join APEX and APEX's representation of these employees in relation to any matter involving their interests as employees. This will include the right of an employee to be represented/supported by APEX, consult APEX where appropriate, recognise the role of delegates, enable them to fulfil their responsibilities as delegates and facilitate the right of APEX to access the worksite and meet with APEX members in accordance with the Employment Relations Act and subsequent amendments.

32B Union Delegates

32B.1. A delegate is an employee who is covered by this collective agreement and elected by members of APEX in the workplace. The managers will be advised of the delegates' names. Delegates are a recognised channel of communication between APEX and APEX members in the workplace. To enable delegates to effectively carry out their role, reasonable time should be made available during working hours, subject to the employer's service requirements. Prior approval for union-related activity will be obtained from the manager, and delegates will ensure adequate notice is provided; approval will be considered in good faith.

33. PERSONAL GRIEVANCE, DISPUTES & EMPLOYMENT RELATIONSHIP PROBLEMS

33.1 An "employment relationship problem" includes:

- i. A personal grievance
- ii. A dispute
- iii. Any other problem relating to or arising out of the employment relationship.

33.2 Where an Employment Relationship Problem arises the parties will in the first instance seek to resolve it between the immediately affected parties. Further to this:

- a. The employee will be provided the opportunity to be represented by their union or other such support person of their choosing at any time during the resolution process.



- b. If the matter is unresolved either party is entitled to seek mediation from the Mediation Service or refer the matter to the Employment Relations Authority. (Both mediation and investigation by the Authority are services available for the resolution of employment relationship problems.)
- 33.3 A “personal grievance” includes a claim that you:
- i. Have been unjustifiably dismissed; or
 - ii. Have had your employment, or your conditions of employment, affected to your disadvantage by some unjustifiable action by the Employer; or
 - iii. Have been discriminated against in your employment; or
 - iv. Have been sexually harassed in your employment; or
 - v. Have been racially harassed in your employment; or
 - vi. Have been subjected to duress in relation to union membership
 - vii. Other breaches specified by section [103\(1\) of the Employment Relations Act 2000](#).
- 33.4 If the employment relationship problem is a personal grievance, you must raise the grievance with the Employer within a period of 90 days, beginning with the date on which the action alleged to amount to a personal grievance, occurred or came to your notice, whichever is the latter. There is also additional time available for raising a personal grievance under the Act, under particular circumstances (ERA Section 115). This time is extended to 12 months for a personal grievance for sexual harassment.
- 33.5 Where any matter comes before the Authority for determination, the Authority must direct the matter to mediation in the first instance. Where mediation has failed or been deemed inappropriate in the circumstances, the Authority will then have the power to investigate the matter.
- 33.6 If the employment relationship problem relates to discrimination or sexual harassment, services available for the resolution of the problem include either application to the Authority for the resolution of this grievance or a complaint under the Human Rights Act 1993, but not both.
- 33.7 APEX can be contacted online or by phone, between 08:30 – 17:00, Monday to Friday.
Phone: (09) 526 0280
Email: ask@apex.org.nz
Website: www.apex.org.nz



34. HEALTH AND SAFETY

The Employer shall comply with the provisions of the Health and Safety at Work Act 2015 (the Act) and associated Regulations, concerning safety, health and welfare matters. The parties agree that Employees should be adequately protected from any safety and health hazard arising in the workplace.

- 34.1 It shall be the responsibility of the Employer to ensure that the workplace meets the required standards and that effective and maintained safety equipment is provided.
- 34.2 Where safety equipment is required, it is the responsibility of Employees to ensure it is appropriately utilised.
- 34.3 It is the responsibility of every employee to report any hazards, accidents or injuries as soon as practicable using the Employers hazard management system.
- 34.4 It is the responsibility of the Employer to systematically identify and address any workplace hazards, which may affect the safety of employees.
- 34.5 Where there is a concern regarding the safety of employees, Employees have the right to contact APEX for advice on their rights under the Act.
- 34.6 Where the employer and employee agree for the purposes of health and safety, the employee may purchase appropriate prescription eyewear and the employer will reimburse actual and reasonable costs.

35. INDEMNITY

35.1 The employer agrees to indemnify employees for legal liability for costs and expenses, including legal representation where required, in respect of claims, actions or proceedings brought against the employer and/or employees arising in respect of any:

- Negligent act, or
- Error, or
- Omission

Whilst acting in the course of employment.

35.2 Employees will not be covered where such claim, action or proceeding:

- arises from any wilful or deliberate act, or
- is restricted solely to any disciplinary proceedings being taken by the governing registration body and/or professional association, or
- relates to activities undertaken by the employee that are outside the scope of the



employment agreement with the employer, or

- relates to activities undertaken by the employee that are outside the scope of practice or the employee's position and/or profession.

35.3 Provided that any such reasonable costs or expenses are first discussed with the employer before they are incurred. If the employee or the employer identifies a conflict of interest, the district will provide and pay for independent legal representation for both parties.

36. FIXED TERM AGREEMENTS

36.1 Fixed Term Employment Agreements should only be used to cover specific situations for a fixed term, e.g. to fill a position where the incumbent is on study or parental leave; or where there is a task of a finite duration to be performed.

36.2 Fixed Term Employment Agreements, whilst justified in some cases to cover situations of a finite nature, must not be used to deny staff security of employment in traditional career fields.

37. USE OF PRIVATE VEHICLE ON EMPLOYER BUSINESS

37.1 Employees who use their private motor vehicle on the employer's business shall be reimbursed in accordance with the IRD mileage rates as promulgated from time to time.

38. TRAVELLING ALLOWANCE

38.1 Where an employee is required to attend or conduct a clinic away from their base hospital, or attend to employer business away from their base hospital, the employer shall, wherever possible, pay all accommodation, meals and travel costs (i.e. the employee shall not be required to pay for such expenses and get reimbursed at a later date). Employees shall be entitled, with prior approval, to claim any actual and reasonable expenses incurred.

38.2 The provisions in 38.1 above are supplemented by the guidance of the Health NZ Travel Policy (non-CME). Where expenses are not covered under 38.1, the Travel Policy applies.

39. KIWISAVER

39.1 Unless an employee is already receiving an employer contribution to a superannuation scheme, when an employee becomes (or where an employee is already) a member of a KiwiSaver scheme (as defined in the KiwiSaver Act 2006),



the employer agrees to make an employer contribution to the employee's KiwiSaver scheme in accordance with the Act.

The current Employer contribution is 3%.

40. TRANSFER EXPENSES

40.1 Before a transfer takes place the terms under which such transfer is to occur shall be agreed between the employee and the employer and recorded in writing.

For:

1. Transferring on promotion; or
2. Transferring at the convenience of the employer.

41. VARIATIONS

41.1 This Agreement may be varied by agreement between the parties, subject to APEX Union's normal ratification procedures. Such agreement shall be in writing and signed by the parties.

42. TERM OF AGREEMENT

42.1 This Agreement shall be deemed to have come into force on **1 February 2026** and shall expire on **31 January 2028**.

Dated this 2nd day of March 2026



Dr Deborah Powell
National Secretary
APEX



Dr Dale Bramley Dr Andrew Brant
Deputy Chief Executive
Health New Zealand / Te Whatu Ora

SCHEDULE A

District specific clauses

Northland District

1.0 RETIRING GRATUITIES

- a. Employees who have no less than 10 years' service with the employer may be paid a Retirement Gratuity within the scale given in table below.
- b. The provisions of this clause will also apply where early retirement is taken by an employee as an alternative to redundancy.

SCALE OF MAXIMUM GRATUITIES

SCALE OF MAXIMUM GRATUITIES	
Period of Total Service	Maximum Gratuity
Not less than 10 years and less than 11 years	31 days' pay
Not less than 11 years and less than 12 years	35 days' pay
Not less than 12 years and less than 13 years	39 days' pay
Not less than 13 years and less than 14 years	43 days' pay
Not less than 14 years and less than 15 years	47 days' pay
Not less than 15 years and less than 16 years	51 days' pay
Not less than 16 years and less than 17 years	55 days' pay
Not less than 17 years and less than 18 years	59 days' pay
Not less than 18 years and less than 19 years	63 days' pay
Not less than 19 years and less than 20 years	67 days' pay
Not less than 20 years and less than 21 years	71 days' pay
Not less than 21 years and less than 22 years	75 days' pay
Not less than 22 years and less than 23 years	79 days' pay
Not less than 23 years and less than 24 years	83 days' pay
Not less than 24 years and less than 25 years	87 days' pay
Not less than 25 years and less than 26 years	92 days' pay
Not less than 26 years and less than 27 years	98 days' pay
Not less than 27 years and less than 28 years	104 days' pay
Not less than 28 years and less than 29 years	110 days' pay
Not less than 29 years and less than 30 years	116 days' pay
Not less than 30 years and less than 31 years	123 days' pay
Not less than 31 years and less than 32 years	129 days' pay
Not less than 32 years and less than 33 years	135 days' pay
Not less than 33 years and less than 34 years	141 days' pay
Not less than 34 years and less than 35 years	147 days' pay
Not less than 35 years and less than 36 years	153 days' pay



Not less than 36 years and less than 37 years	159 days' pay
Not less than 37 years and less than 38 years	165 days' pay
Not less than 38 years and less than 39 years	171 days' pay
Not less than 39 years and less than 40 years	177 days' pay
Not less than 40 years	183 days' pay

NOTE: These are consecutive rather than working days.

Taranaki District

1.0 Meals

During the meal break or rest breaks prescribed above, free tea, coffee, milk and sugar shall be supplied by the employer. Where it is impractical to supply tea, coffee, milk and sugar free of charge, an allowance of \$1.66 per week in lieu shall be paid. The allowance shall continue during all periods of leave except leave without pay.

APPENDIX 1: RECOGNITION STEPS - PROGRESSION PROCESS

Principles

1. The recognition steps facilitate progression that many employees naturally seek in the course of their work. It is designed to enable employees to utilise their expertise as a formal part of their practice, while enhancing service delivery and fostering continued development and growth through the process of agreed objective setting and delivery
2. For this reason, it is anticipated that, where reasonable and agreed, an employee may be able to progress the objectives required for recognition progression during work time.

Eligibility

3. To be Eligible for Salary Progression:
 - a. An employee may initiate the recognition process immediately after moving to the qualifying step (e.g. Step 8 to progress to Step 9, Step 9 to progress to Step 10). As per clause 5.1.3 progression will not occur until the employee has been on the qualifying step for at least a year. An employee must be on Step 8 (APS) before they can move to Recognition Step 9 or must be on Recognition Step 9 to move to Recognition Step 10.
 - b. Demonstrates innovation, excellence, leadership, and/or specialist skills and knowledge in their contribution to service. This could include, but is not limited to:
 - i. At least two years working in an area of specialisation or advancing practice.
 - ii. Recognised by other staff as becoming expert in at least one area of clinical or cultural skills and approached as a resource and teacher (with appropriate evidence
 - iii. Evidence of involvement in quality and improvement initiatives or audit activity.
 - iv. Evidence of involvement in research, presenting at conferences or authoring work.
 - v. Agreed postgraduate study.
 - c. Has had a satisfactory performance appraisal (or equivalent) within the last 12 months.
 - d. Is undertaking clinical work at the level expected as described in the GEPP document at the applied for salary step. Link: [Draft Guidelines for Expectations of Professional Practice of Allied Health, Scientific and Technical Professionals \(GEPP\) 2023](#).
 - e. Has achieved agreed objectives linked to Guidelines for Expectation of Professional Practice at relevant level.

- f. Is contributing to the wider organisational goals, the team, the service, the locality, or the system in general.

Frequency

4. An employee can progress to the Recognition Step at any time throughout the year (once criteria is met), i.e., they do not need to wait for their anniversary date. However, only one step movement can be made annually.

Criteria

5. The criteria for progression to each recognition step are as follows:
 - a. To access Recognition Step 1 (Step 9 of the Degree-based scale) an employee must select and complete objectives across no fewer than two domains ensuring that cultural safety and Te Tiriti principles are woven into objectives. Objectives must be chosen from the "Further Developing Knowledge & Skills" or further Stage of Development.
 - b. To access Recognition Step 2 (Step 10 of the Degree-based scale) an employee must select and complete objectives across no fewer than two domains, ensuring that cultural
 - c. safety and Te Tiriti principles are woven into objectives. Objectives must be chosen from the "Becoming Expert" Stage of Development.
 - d. To access Step 4 of Grade DF on the Clinical/degree qualified designated salary scale, an employee must select and complete objectives across no fewer than two domains, ensuring that cultural safety and Te Tiriti principles are woven into objectives. Objectives must be chosen from the "Acknowledged Leader" Stage of Development. At least one objective will be selected from the "Leadership & Management" domain.

Objectives

6. It is intended that objectives are ones that show growth, development, and continuing contribution to the service. As such, objectives will generally be relevant to the service, wider organisation and/or profession evidence of role stretch/meritorious performance.
7. The parties acknowledge that it is the individual employee's decision and responsibility to initiate the processes associated with the recognition progression step. To commence the process the employee will write to the team leader/ manager requesting a meeting to set objectives.
8. The discussion and setting of objectives for additional progression would normally occur in conjunction with the employee's annual performance review. Objectives agreed will be specific, measurable achievable realistic and time bound (SMART). Reviews throughout the 12 months can be undertaken by mutual agreement. Setting the objectives may involve the professional

lead or equivalent.

9. In the event that the manager and the employee cannot agree on the objectives the employee may consult with the relevant union. If there is still no agreement, they may need to meet with the union and their manager, professional lead or equivalent. This objective setting process is to be completed in three months of the employee requesting the meeting. Without agreed objectives no progression will occur.
10. Recognition objectives must be set and agreed prospectively by the manager and the employee in a timely manner. However, the setting of objectives may take into consideration work that has been initiated within a reasonable timeframe prior to the objectives being set as long as objectives remain current to service need/service development and of benefit to professional development.