

MECA Implementation Template: RNs Step 1 to 7

USUAL EMPLOYER LETTER HEAD

[Date]

To [Name]

[Address]

Tēnā koe [Name]

CONFIDENTIAL: 2023 MECA Settlement - Implementation of Pay Rates and Lump Sum Eligibility

As you may be aware, the protracted national bargaining for the renewal of the Primary Health Care Multi Employer Collective Agreement (MECA) has recently been concluded and the new 2023 MECA has now been signed by the NZNO (on your behalf) and our representatives on 28 September 2023.

You may have received details of the settlement direct from the NZNO and these can also be found on the GenPro website: www.genpro.org.nz/meca.html.

Pay Rate

I can advise that with effect from 1 July 2023:

- [Delete if not applicable] You will move to the new Step 7 of the RN scale
- Your new hourly base rate will increase to \$xx.xx
[or]
- Your new MECA hourly base rate will be \$xx.xx. However, as we have previously increased your rate to this level [or – above this level], your existing pay rate will be protected and there will be no further increase at this stage.

We aim to update your pay rate (if relevant) and include any back-pay to 1 July 2023 in time for your [insert date] pay day.

Lump Sum

I can advise that [Delete bullet points that do not apply]:

- As we have previously increased your pay rate above the prescribed MECA rates, you are not eligible for an additional lump sum under the terms of this MECA settlement.
[or]
- Under the terms of this MECA settlement, you are also eligible for a lump sum payment. Based upon your employment with this practice, your lump sum entitlement is calculated as follows:
 - A sum of \$200 [or] \$100 [or] \$50 per month for the period from [confirm relevant date] September 2021 to [confirm relevant date] June 2023, inclusive.
- Please note that the lump sum will be subject to the usual PAYE and KiwiSaver deductions as appropriate.

Once again, we aim to pay your lump sum as part of your [insert date] pay day – or otherwise within 6 weeks of the MECA having been signed and agreed by our respective representatives.

Other Changes:

The 2023 MECA contains a number of other statutory and non-statutory changes which are also separately listed in a Terms of Settlement document. Once again this can be found on the GenPro website: www.genpro.org.nz/meca.html.

Next Review

The 2023 MECA terms apply from 1 July 2023 to 30 June 2024. We can therefore expect further national bargaining to commence prior to 30 June 2024 in order to further update those terms and conditions.

I would like to thank you for your highly valued and ongoing contribution to the practice. I appreciate that the protracted nature of the national MECA negotiations has been frustrating and I thank you for your patience during that process.

[Optional - Delete if preferred or if not applicable] I would like to also confirm our commitment towards pay parity with the Te Whatu Ora MECA pay rates as soon as we receive funding from the government or Te Whatu Ora to enable us to do so. I can confirm that our national representatives, GenPro, are advocating strongly on our behalf to secure such funding.

If you would like to discuss any of the terms or calculations set out in this correspondence, or you believe we may have inadvertently calculated them incorrectly, please do not hesitate to contact me directly in the first instance. Please also note that these details remain confidential between your employer and yourself

Thank you again for your ongoing service and dedication.

Nāku iti noa, nā

[SIGNATURE]

[Name]

[Designation]