



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

ACCESS COMMUNITY HEALTH URU ĀTEA
NURSES COLLECTIVE EMPLOYMENT
AGREEMENT

02 APRIL 2026 – 02 APRIL 2028

Table of Contents

TE TIRITI O WAITANGI.....	3
1. PARTIES.....	4
2. COVERAGE AND APPLICATION.....	4
3. TERM.....	5
4. VARIATION.....	5
5. DEFINITIONS.....	5
6. PLACE OF WORK.....	5
7. HOURS OF WORK.....	5
8. COMMITMENT TO THE PRINCIPLE OF PAY PARITY.....	6
9. RATES OF REMUNERATION.....	6
10. OVERTIME.....	7
11. ON CALL ALLOWANCE.....	7
12. TRAVEL EXPENSES.....	8
13. PAYMENT OF WAGES.....	8
14. KIWISAVER.....	9
15. MEAL BREAKS AND REST PERIODS.....	9
16. PUBLIC HOLIDAYS.....	9
17. ANNUAL LEAVE.....	10
18. SICK LEAVE.....	11
19. BEREAVEMENT LEAVE.....	11
20. PARENTAL LEAVE.....	12
21. LEAVE WITHOUT PAY.....	12
22. LEAVE FOR JURY DUTY.....	12
23. DEDUCTION OF UNION FEES.....	13
24. NZNO MEETINGS.....	13
25. NZNO RIGHT OF ENTRY.....	13
26. NZNO DELEGATES.....	14
27. EMPLOYMENT RELATIONS EDUCATION LEAVE.....	14
28. PROFESSIONAL DEVELOPMENT.....	15
29. REIMBURSING PAYMENTS.....	16
30. SECONDARY EMPLOYMENT.....	16
31. HEALTH AND SAFETY.....	16
32. CONSULTATION AND MANAGEMENT OF CHANGE.....	17
33. CONFIDENTIALITY.....	19
34. POLICIES AND PROCEDURES.....	19

35. VULNERABLE CHILDREN’S ACT 2014	19
36. SAFE STAFFING AND HEALTHY WORKPLACES	19
37. WHANAU/FAMILY FRIENDLY POLICIES	21
38. FAMILY VIOLENCE.....	21
39. ACCIDENTS AND INJURIES	21
40. UNIFORMS AND PROTECTIVE CLOTHING	21
41. REDUNDANCY	22
42. EMPLOYEE PROTECTION PROVISION	22
43. TERMINATION FOR ILLNESS OR INCAPACITY	23
44. TERMINATION OF EMPLOYMENT	23
45. SUSPENSION.....	24
46. HARASSMENT PREVENTION	24
47. RESOLVING EMPLOYMENT RELATIONSHIP PROBLEMS	24
48. PROFESSIONAL DEVELOPMENT AND RECOGNITION PROGRAMME (PDRP)	26

Te Tiriti o Waitangi

Te Tiriti o Waitangi is Aotearoa New Zealand’s founding document and guides the relationship between Māori and the Crown. In a contemporary context, Access Community Health | Uru Ātea (Access) recognises that alignment is the best practice for achieving cultural responsiveness and equity for Māori and non-Māori New Zealanders. The Parties recognise that Te Tiriti is an obligation, not a consideration, and are committed to ensuring the principles and articles as they apply to the business are upheld.

1. Parties

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

Access Community Health, Uru Ātea (“Access”) and

Tōpūtanga Tapuhi Kaitiaki o Aotearoa: The New Zealand Nurses Organisation Incorporated (NZNO)

2. Coverage and Application

- 2.1 This agreement shall cover employees of Access who are members of NZNO and are either a Registered Nurse or Enrolled Nurse employed in a position for which an Annual Practising Certificate is required. The following exclusions shall apply to coverage:
 - Regional Clinical Nurse Managers
 - On-call clinicians
 - Other management roles
- 2.2 The parties agree that any employee whose work is covered by the coverage clause of this agreement (clause 2.1 above) who is engaged by the employer, and is a NZNO member, shall be entitled to all benefits, and be bound by all of the obligations, under this agreement.
- 2.3 The employer shall follow the requirements of the Employment Relations Act 2000 regarding new employees. The employer shall advise new employees that the employer is a party to the Access Community Health Collective Employment Agreement, that they are able to join NZNO and be covered, and that there is a copy of the agreement available in the workplace.
- 2.4 Employees shall make every endeavour to notify the employer in a timely manner of their union membership.
- 2.5 Existing employees who are covered by the coverage clause of this collective employment agreement (clause 2.1) who become NZNO members during the term of the collective employment agreement shall, from the date of becoming a union member, be bound by all benefits and obligations relating to employees under this collective employment agreement subject to the restrictions set out in the Employment Relations Act 2000.
- 2.6 Impact on Individual Employment Agreements: Where an employee on an individual employment agreement elects to be bound by this collective employment agreement, their previous terms and conditions of employment shall no longer apply unless otherwise agreed between that employee and the employer, or as provided for in this collective employment agreement.

3. Term

This collective employment agreement shall come into force from 02 April 2026 and expire 02 April 2028, noting nothing in this document shall operate retrospectively unless expressly agreed.

4. Variation

- 4.1 This agreement may be varied by agreement between Access Community Health, the NZNO representing those employees directly affected by such variations. The process for variations to the collective employment agreement involves the party seeking the variation putting forward the proposed variation, along with supporting information describing the reason for seeking the variation and any potential impact.
- 4.2 Any agreed variation will be in writing and signed by the parties. Any such variation will take effect as if it were incorporated into this agreement.

5. Definitions

“Full time” means 80 hours per fortnight. The salary divisor is 2080.

“Rostered work” means a single continuous period of work required to be given by an employee excluding overtime, on call and call out. Rostered work shall be defined by a starting and finishing time. Rostered work shall be morning (AM) or afternoon (PM) across seven days a week.

“On Call” means an appropriately skilled nurse who is rostered to be available to attend clients for phone contact and/or attending clients in their homes outside normal hours of work. This person will be paid the on-call hourly rate and will be paid at T1.5 for the time worked.

“Call out” means an appropriately skilled nurse, who may or may not be on call, who is requested to attend a client by phone or in their home outside of normal rostered work and accepts this requested call out. This person will be paid T1.5 for the time worked.

“Overtime” means approved time worked in excess of 80 hours per fortnight. Time that the employee is absent from work due to sick leave, annual leave, bereavement, or other paid or unpaid leave, or due to attendance at professional development, is not counted as time worked for the purposes of calculation of overtime. Overtime is not available to salaried staff.

6. Place of Work

The parties agree that the employee shall perform their duties at Access offices or in the community, and at any other reasonable location to which they may be directed from time to time by the employer or as agreed with the employee.

7. Hours of Work

- 7.1 Hours of work will be a maximum of 80 hours per fortnight.
- 7.2 Rosters will normally be produced two weeks prior to commencement.
- 7.3 Except by mutual agreement, every employee shall have two periods of at least 24 hours off duty each week, and except in the case of emergencies or by agreement, these shall be consecutive.
- 7.4 No employee shall be required to work more than seven rostered days in a row. This does not include days attending training or professional development.

- 7.5 Employees may change rostered work by mutual agreement and with the prior approval of the employer. In this case, no additional payment (such as overtime rates) will apply.
- 7.6 Where the employer requires the employee to attend a nursing meeting or nurses education session, the time spent shall be paid at the employee’s ordinary time rate of pay but shall not count as time worked for the purposes of calculation of any overtime entitlements.
Alternatively, the employer and employee may agree to paid time in lieu instead of payment.

8. Commitment to the principle of pay parity

Access supports the principle of pay parity for nurses and accepts that pay parity with the NZNO/Te Whatu Ora collective agreement represents an appropriate benchmark. The parties will continue to work towards achieving this goal through lobbying Government for funding increases. The parties acknowledge that this clause does not of itself increase the pay rates beyond those set out in this collective agreement.

9. Rates of Remuneration

9.1 Progression on the Salary Scale

On appointment, the employer shall place employees on any step of the relevant scale considering the following factors:

- (i) Previous recognised equivalent nursing experience - the employer will credit this service.
- (ii) degree of difficulty in recruiting for specific skills and/or experience required for the position.
- (iii) For new appointees to designated senior nurse positions, placement on the scale will be based on job size, job content, responsibility, experience and qualifications.

9.2 Scales

9.2.1 Enrolled Nurse	30-Sept-24	6-Apr-26	29-Mar-27
Step 5	\$34.62	\$35.66	\$36.73
Step 4	\$33.56	\$34.57	\$35.60
Step 3	\$32.51	\$33.49	\$34.49
Step 2	\$30.22	\$31.13	\$32.06
Step 1	\$28.93	\$29.80	\$30.69

9.2.2 Registered Nurse	30-Sept-24	6-Apr-26	29-Mar-27
Step 6	\$43.28	\$44.58	\$45.92
Step 5	\$42.05	\$43.31	\$44.61
Step 4	\$37.94	\$39.08	\$40.25
Step 3	\$35.96	\$37.04	\$38.15
Step 2	\$33.91	\$34.93	\$35.98
Step 1	\$31.40	\$32.34	\$33.31

9.2.3 Senior Nurse	30-Sept-24	6-Apr-26	29-Mar-27
Step 3	\$102,795.20	\$105,879.06	\$109,055.43
Step 2	\$96,370.35	\$99,261.46	\$102,239.30
Step 1	\$92,877.20	\$95,663.52	\$98,533.42

Note: Hourly weekend rates for Christchurch nurses are detailed in appendix A.

9.3 Progression

- 9.3.1 Progression through the 9.2.1 Enrolled Nurse scale and the 9.2.2 Registered Nurse scale will occur annually, taking effect on the anniversary of each nurse's employment. This annual progression is contingent upon the nurse not being subject to a performance improvement plan at the time of review. If a nurse is currently on a back-on-track plan, progression on the salary scale will be postponed until the requirements of the back-on-track plan have been fully met.
- 9.3.2 Senior Nurses paid on the 9.2.3 Senior Nurse scale will be appointed to steps with no automatic progression

10. Overtime

- 10.1 All overtime worked must be authorised by the relevant manager prior to being undertaken.
- 10.2 Agreement to undertake overtime will not be unreasonably withheld.
- 10.3 Overtime shall be paid at one and one half times (T1.5) the hourly rate of pay inclusive of ordinary rates.
- 10.4 On a daily basis, should there be an arising issue of urgency that unexpectedly requires the employee to work a minimum of 61 minutes beyond a full time shift as defined under clause 5, then this additional time will be paid at one and one half times (T1.5) the hourly rate of pay.
- 10.5 Time worked beyond a full time shift as defined under clause 5 but less than 61 minutes will be remunerated at T1 or time in lieu as agreed.
- 10.6 An employee working more than their usual hours of work on a weekly basis, but less than the fulltime ordinary hours as specified under clause 6, is entitled to payment for the extra hours at their ordinary time rate (T1).
- 10.7 In lieu of payment for overtime the employer and employee may 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
- 10.8 A senior nurse is not entitled to be paid overtime but may agree with their manager to be paid time-in-lieu.

11. On Call Allowance

- 11.1 There are times when the employees covered by this agreement are required to be on call to provide cover so that services are able to be provided. In the interests of healthy rostering practices, the parties agree that the allocation of on-call time shall be spread as evenly as practicable amongst those required to participate in an on-call roster taking into account employer and employee needs.
- 11.2 (a) An employee who is instructed to be on call during normal off duty hours, shall be paid an on-call allowance of \$6.00 per hour except on Weekends and Public Holidays when the rate shall be \$9.00.

(b) The on-call allowance is payable for all hours the employee is rostered on call including time covering an actual call out or phone call.

(c) The employer shall ensure the disruption, personal health effects and fatigue associated with on-call work are minimised for the group of workers involved in an on-call roster.

11.3 If an employee is on-call they must;

- Be available for work;
- Be sober and drug free;
- Have their cell phone, computer or pager switched on and with them;
- Have access to transport, and;
- Be in the area or within an agreed time period to commute in.

12. Travel Expenses

12.1 Employees who are provided with a company vehicle must use this vehicle for work purposes (and not their personal vehicle) in accordance with the related company policy. Employees are entitled to use the company vehicle for the purpose of fulfilling their work duties as well as travel to and from the workplace.

12.2 Employees who are required to use their motor vehicles on employer business shall be reimbursed in accordance with the IRD mileage rates as promulgated from time to time. Any change to this rate shall be effective from the first pay period following the date of promulgation by the IRD.

13. Payment of Wages

13.1 Employees will be paid fortnightly by direct credit into the employee's bank account. Employees are required to submit an accurate weekly timesheet by 9.00am each Monday morning along with uploading the GPS report where applicable. Where it is agreed that there has been an underpayment of an employee's fortnightly pay, the employer will pay the underpayment within three working days.

13.2 The employees shall complete timesheets as required by the employer. Wherever practicable any disputed items shall not be changed without first referring it to the affected employee.

13.3 The employer shall endeavour to direct credit payment of wages into the employee's bank account during the banking day prior to a public holiday.

13.4 Where an employee has taken leave in advance of it becoming due, and the employee leaves before the entitlement has accrued, the employee agree that the employer will deduct the amount owing in excess of entitlement from the employee's final pay.

13.5 Deductions may be made from remuneration for any absence due to the default of the employee or for sickness in excess of paid sick leave entitlement or compensable accident. Any monies owed by the employee to the employer upon termination will be deducted from the employee's final pay.

13.6 The event of an overpayment of remuneration the employer and employee shall agree on reasonable repayments by deduction from wages / salary, except upon termination where any

remaining overpayment may be recovered in full from any monies owed by the employer to the employee.

14. KiwiSaver

The provisions of the KiwiSaver Act 2006 and its amendments shall apply. These provisions can be found at www.kiwisaver.govt.nz.

15. Meal Breaks and Rest Periods

Meal breaks will be observed in line with legislation. Current legislation states:

- Employees who work for less than two consecutive hours in a day are not entitled to breaks.
- Employees who work for two consecutive hours or more are entitled to a paid 15 minute rest break.
- Employees who work for four hours or more are additionally entitled to a half hour unpaid meal break.
- Employees who work six hours or more in a day are entitled, within each working day, to two paid ten-minute rest breaks and an unpaid meal period of at least half an hour.

16. Public Holidays

16.1 The following days shall be observed as public holidays:

New Year's Day

2 January

Waitangi Day

Good Friday

Easter Monday

ANZAC Day

Sovereign's Birthday

Te Rā Aro ki a Matariki (Matariki Observance Day)

Labour Day

Christmas Day

Boxing Day

Anniversary Day (as observed in the locality concerned).

16.2 An employee is entitled to have the public holiday off. However, in order to maintain services to clients, the employer may require an employee to work on a public holiday when the public

holiday falls on a day which, but for it being a public holiday, would otherwise be a working day for the employee.

- 16.3 When employees work on a public holiday they will be paid at time and a half the ordinary time hourly rate of pay (T1.5) for each hour worked. The employee shall also be granted an alternative holiday, if the day would otherwise be a working day for the employee. Such alternative holiday shall be taken and paid as specified in the Holidays Act 2003.
- 16.4 An employee who is on call on a public holiday as provided above, but is not called in to work, shall be granted an alternative holiday. In the case of a public holiday which is recognised on either a weekend day or a week day depending on the days the employee works, refer to the Holidays Act to identify whether the day in question constitutes a public holiday for that employee. Only one day is recognised for each public holiday.
- 16.5 Part time employees – Where a part-time employee’s days of work are fixed, the employee shall only be entitled to public holiday provisions if the day would otherwise be a working day for that employee. Where a part-time employee’s days are not fixed, the employee shall be entitled to public holiday provisions if they worked on the day of the week that the public holiday falls more than 40% of the time over the last three months. Payment will be relevant daily pay.
- 16.6 When a public holiday falls during a period of annual leave, sick leave on pay or special leave on pay, an employee is entitled to that holiday which is not debited against such leave..

17. Annual Leave

- 17.1 The parties to this agreement support the principle that it is conducive to a healthy work life balance to take four weeks annual leave per year.
- 17.2 Employees, other than casuals, shall be entitled to four weeks annual leave, taken and paid in accordance with the Holidays Act 2003 and subject to the other provisions of this clause.
- 17.3 Casual employees shall be paid 8% of gross taxable earnings in lieu of annual leave to be added to the salary paid for each engagement.
- 17.4 **Conditions;**
 - 17.4.1 Annual leave may be granted in one or more periods. In accordance with the Holidays Act 2003, the employee shall be given the opportunity to take two weeks leave at one time.
 - 17.4.2 Annual leave shall be taken to fit in with service/work requirements and the employee’s need for rest and recreation.
 - 17.4.3 When an employee ceases duty, wages shall be paid for accrued annual leave, and the last day of employment shall be the last day worked.
 - 17.4.4 Part time employees shall be entitled to annual leave on a pro rata basis.
 - 17.4.5 An employee may anticipate up to one year’s annual leave entitlement at the discretion of the employer.
- 17.5 **Long-service leave**
 - 17.5.1 Long-service leave is a period of additional leave granted to employees who have completed an extended period of service with an employer.

17.5.2 Employees are entitled to a one-off entitlement of one weeks long service leave each period of seven years of continuous service as a Nurse with Access Community Health.

17.5.3 Long service leave is to be taken within 12 months of qualifying for this benefit.

17.5.4 Employees who are not able to take long service leave within the 12 month period may request to take the equivalent salary in lieu of taking the leave.

17.5.5 Service is not broken by periods of Parental Leave.

Transition: Upon ratification as a one-off translation, where an employee has already passed seven years of service, they will be credited with one week of long service leave. Further entitlement will occur on the anniversary of employment where entitlement occurs as defined in 17.5.2 above.

17.6 For clarity, LSL entitlement occurs at 7 years, 14 year, 21 years, 28 years, 35 years, 42 years and so forth.

18. Sick Leave

18.1 Employees shall begin to accrue sick leave from the commencement of employment at a rate of 1 day per month until the employee reaches 6 months service at which time the full entitlement of 10 days sick leave shall apply. Employees are entitled to a total of ten working days paid sick leave for every 12 months of employment.

18.2 A medical certificate may be required to support the employee's claim for sick leave. If a medical certificate is required for less than three days, then the employer shall meet the cost of that certificate.

18.3 The provisions of this clause are inclusive of the sick leave provisions of the Holidays Act 2003.

18.4 The employee can accumulate their sick leave entitlement up to a maximum of 40 days.

18.5 At the employer's discretion an employee may be granted anticipated sick leave. Any leave taken in advance and still remaining outside the entitlement will be paid to the employer. Where an employee's employment is terminated by either party prior to becoming entitled to anticipated sick leave the employer may deduct monies due from the final pay.

18.6 Sick leave may be utilised where the employee requires surgery or leave for health screening. Leave for this purpose may be taken in ¼ day blocks.

18.7 During periods of leave without pay, sick leave entitlements will not continue to accrue.

19. Bereavement Leave

An employee shall be entitled to a maximum of three days leave without loss of pay on each occasion of –

19.1 The death of the employee's spouse/partner, father, mother, brother, sister, child, grandparent, parents-in-law, grandchild, stepchildren, stepparents, stepsister, stepbrother; or

19.1.1 The end of an employee's pregnancy by way of a miscarriage or still-birth; or

19.1.2 The end of another person's pregnancy by way of a miscarriage or still-birth if the employee –

- a. is the person's spouse or partner; or
- b. is the person's former spouse or partner and would have been a biological parent of a child born as a result of the pregnancy; or
- c. had undertaken to be the primary carer of a child born as a result of the pregnancy; or
- d. is the spouse or partner of a person who had undertaken to be the primary carer of a child born as a result of the pregnancy.

19.2 An employee shall be entitled to one day's leave without loss of pay on each occasion of the death of any other person, providing that the employer accepts that the employee has suffered a bereavement, taking into account the relevant factors set out in section 69(3) of the Holidays Act 2003.

19.3 If bereavement occurs while an employee is absent on annual leave, sick leave on pay or any other special leave on pay, such leave may be interrupted and bereavement leave granted in terms of clause 19.1 above. This provision will not apply if the employee is on leave without pay.

19.4 In relation to tangihanga the employer shall consider these provisions in a culturally appropriate manner. The granting of time off and for how long shall be at the discretion of the employer.

19.5 The provisions of this clause are inclusive of the bereavement leave provisions of the Holidays Act 2003.

20. Parental Leave

The provisions of the Parental Leave and Employment Protection Act 1987 will apply.

21. Leave without Pay

Leave without pay may be taken by mutual agreement between the employee and employer.

22. Leave for Jury Duty

22.1 An employee called for jury service may elect to take annual leave, leave on pay, or leave without pay. Where annual leave or leave without pay is taken or where jury service is performed during the employee's off duty hours, the employee may retain the juror's fees and expenses paid.

22.2 Where leave on pay is granted, the employee is to pay the fees received to Access but shall retain the expenses.

22.3 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 practical.

22.4 On receipt of the call to jury service the employee shall notify their manager of the time and date of such service.

23. Deduction of Union Fees

Access shall deduct employee NZNO fees from the wages/salaries of employees when authorised in writing by members, and shall remit such subscriptions to the NZNO at agreed intervals.

24. NZNO Meetings

24.1 Union members shall, in each calendar year, be entitled to at least two union meetings (each of a maximum of 2 hours duration) without loss of ordinary pay, provided that each of the following conditions is fulfilled:

24.1.1 At least 14 days' notice of the meetings shall be given.

24.1.2 Work shall resume as soon as practicable after the finish of the meeting. The employer shall not be obliged to pay any union member for a period greater than two hours in respect of any union meeting.

24.1.3 Only union members who actually attend a union meeting during their working hours shall be entitled to pay in respect of that meeting and to that end the union shall supply the employer with a list of members who attended and shall advise the employer of the time the meeting finished.

24.1.4 The union shall make such arrangements with the employer as may be necessary to ensure that the employer's business is maintained during any union meeting, including, where appropriate, an arrangement for sufficient union members to remain available during the meeting to enable the employer's operation to continue.

24.2 The provisions contained in this clause are inclusive of and not in addition to the provisions of section 26 of the Employment Relations Act 2000.

25. NZNO Right of Entry

25.1 The authorised union representative shall be entitled at all reasonable times to be upon the premises for purposes related to the employment of its members and/or the union's business.

25.2 A representative of a union exercising the right to enter a workplace must, at the time of the initial entry and, if requested by the employer or a representative of the employer or by a person in control of the workplace, at any time after entering the workplace,—

i. give the purpose of the entry; and

ii. produce –

- evidence of his or her identity; and
- evidence of his or her authority to represent the union concerned.

25.3 If a representative of a union exercises the right to enter a workplace and is unable, despite reasonable efforts, to find the employer or a representative of the employer or the person in control of the workplace, the representative must leave in a prominent place in the workplace a written statement of -

i. the identity of the person who entered the premises; and

- ii. the union the person is a representative of; and
- iii. the date and time of entry; and
- iv. the purpose or purposes of the entry.

25.4 Nothing in clauses 25.1 to 25.3 allows an employer to unreasonably deny a representative of a union access to a workplace.

25.5 The provisions of the Employment Relations Act 2000 shall apply where any provision or entitlement is not provided for as above.

26. NZNO Delegates

26.1 The employer shall recognise the delegate(s) who are elected by the employees and endorsed by the union as the representatives of the union.

26.2 Delegates shall endeavour to involve management at an early stage in the case of problems or disputes brought to the delegate's attention which need to be resolved.

26.3 It is recognised delegates have the ability to seek advice from NZNO prior to involving management.

26.4 Paid time off shall be allowed for recognised employee delegates to attend meetings with management; consult with union members; and other recognised delegates and officials to consult and discuss issues. Prior approval for such meetings will be obtained from management and such approval shall not be unreasonably withheld. Where recognised workplace activities are required outside of working hours, delegates shall be paid at ordinary rates. Employer facilities will be provided for delegate work.

27. Employment Relations Education Leave

27.1 The Employer shall grant leave on pay for employees' party to this collective employment agreement to attend courses authorised by NZNO to facilitate the employee's education and training as employee representatives in the workplace.

FTE eligible employees as at 1 March each year	Maximum number of days of employment relations education leave that we are entitled to allocate as a union
1 – 5	3
6 – 50	5
51 – 280	1 day for every 8 FTE eligible employees or part of that number
281 or more	35 days plus 5 days for every 100 FTE eligible employees or part of that number that exceeds 280

- 27.2 For the purposes of this clause, calculating the number of full-time equivalent eligible employees employed by an employer –
- 27.2.1 an eligible employee who normally works 30 hours or more during a week is to be counted as 1
 - 27.2.2 an eligible employee who normally works less than 30 hours during a week is to be counted as one-half.
- 27.3 The NZNO shall send a copy of the programme for the course and the names of employees attending to erhelpdesk@access.org.nz at least 14 consecutive days prior to the course commencing. Employees must ensure their online leave applications are submitted at the same time.
- 27.4 The granting of such leave shall not be unreasonably withheld taking into account continuing service needs.
- 27.5 The provision of Part 7 of the Employment Relations Act 2000 shall apply where any provision or entitlement is not provided for, or is greater than specified above.

28. Professional Development

- 28.1 The employer and employee are committed to staff professional development. Employees will be actively encouraged to attend educational courses relevant to their professional development and of benefit to the employer.
- 28.2 The employer shall grant professional development leave of up to 16 hours per calendar year for full time employees (pro-rated to no less than 8 hours per calendar year for part time employees). This leave is to enable employees to prepare a portfolio, complete qualifications, and to attend training relevant to their professional development and relevant to the employer. Prior approval of the employer must be obtained. The approval of the employer shall not be unreasonably withheld.
- 28.3 An employee may take leave on pay to attend National Meetings or Seminars of Section Groups and/or Colleges of the NZNO. This leave may be charged against the professional development leave as specified in subclause 28.2. Prior approval of the employer must be obtained. The approval of the employer shall not be unreasonably withheld.
- 28.4 All of the employee's normal working hours when absent from work for professional development including travel time will be a claim against the hours as specified in subclause.
- 28.5 Any paid meetings to meet organisational and service requirements not otherwise addressed in this clause (including staff meetings and training not related to the employee's occupation) shall be in addition to the above provisions.
- 28.6 Professional development leave will be granted at T1 rate and shall not accumulate from one year to the next.
- 28.7 In some instances, Access may cover the cost for an employee to attend an approved training course at the request of the employee. Any such courses must first be approved by the people leader.

Note: Courses that Access requires a nurse to undertake will not be deducted from Professional Development leave e.g. First Aid and CPR.

29. Reimbursing Payments

- 29.1. Where a nurse is required by law to hold an annual practicing certificate (“APC”) for the role that they have been appointed to then the cost of the certificate shall be met by the Employer.
- 29.2. The employee must be engaged in duties for which the holding of a certificate is a requirement.
- 29.3. Any payment will be offset to the extent that the employee has received a reimbursement from another Employer.
- 29.4. The Employer will only contribute to one APC unless there are operational requirements for an employee to maintain more than one APC.
- 29.5. Casuals are not covered for this reimbursement.

30. Secondary Employment

- 30.1. Before undertaking secondary employment, the employee shall advise their Manager of this. Employees will not be disadvantaged by this disclosure of information.
- 30.2. If primary employer, the employee’s ordinary primary duties are not impacted by the employee’s secondary employment.

31. Health and Safety

- 31.1. Parties agree that they will each take steps reasonably practicable to ensure a safe working environment is maintained at their normal place of work. Access will produce policies and procedures related to health and safety risk within the scope of work which should be read as applying to all staff in conjunction to this agreement.
- 31.2. Employees comply with the policies and procedures established by Access for occupational health and safety of employees while at work and for visitors to the place(s) of work.
- 31.3. Employees will carry out all reasonable tasks required by the employer using safe practices and will not do anything, or omit to do anything, which would expose either them or any other person to the risk of injury or harm.
- 31.4. Any safety clothing or equipment issued to employees must be worn or used, as appropriate, at all appropriate times. Employees are obliged to promptly notify the employer of all risks and hazards in their normal place of work that may cause themselves or others harm using the electronic notification platform.
- 31.5. In the event that employees have a motor vehicle accident or incident while at work, or witness one while at work they will immediately report that to the relevant Manager.
- 31.6. If employees suffer harm at work resulting in lost time, they agree to provide Access (if requested) with an incident notification as to the nature and origin of that incident/accident and their ability to return to work.

- 31.7. Employees must be familiar with and comply with all emergency and other procedures associated with the safe use of vehicles, materials, equipment, and hygiene requirements.
- 31.8. Access, as a fair and reasonable employer aims to return staff to a pre-injury/impact capability and in some instances shall be entitled to require employees to undergo a medical examination, at Access expense, by a registered medical practitioner to clarify and confirm any return to work recommendations and exclusions. This process will be communicated clearly with the employee. Access understands that the employees consent is required to initiate a formal rehabilitation plan. This requirement will be used where Access has reasonable grounds for concern that their health could be affected by the work/tasks required of them as outlined in their job descriptions. If an employee refuses to undergo a medical examination Access cannot guarantee a safe place of work for the employee as health and safety responsibilities cannot be considered in the absence of relevant and appropriate information as it pertains to a vulnerable employee. With these restraints, Access may reconsider its health and safety obligations using the limited information available and reserves the right to draw inferences and make conclusions based on this information. A meeting will be arranged to discuss if there is an appropriate pathway for a safe return to work.
- 31.9. Parties acknowledge that employees may be required to work with service users who have been, or may become, exposed to certain communicable diseases. Where Access knows that the service user has such a communicable disease then, before providing services, employees may be requested to submit to a medical test from a registered medical practitioner for the following and other conditions deemed necessary: COVID 19, MRSA, VRA, Hepatitis B, Hepatitis C, and HIV/Aids. Results of medical reports provided will be supplied to employees and will be treated in confidence by Access. Further information is detailed in the pandemic plan.
- 31.10. Any failure by the employee to comply with Access policies and procedures and this clause may result in disciplinary action being taken against the employee.

32. Consultation and Management of Change

- 32.1. Consultation between Access, its employees and NZNO is essential on substantive matters of mutual concern and interest. effective communication between the parties will allow for:
- Improved decision making; and
 - Greater co-operation between employer and employees; and
 - A more effective, safe and productive workplace.
- 32.2 Access recognises the role of the employee’s staff delegate and NZNO in assisting in the positive management of change
- 32.3 Prior to the commencement of any significant change to staffing, structure or work practices, the employer will identify and give reasonable notice to employees who may be affected and to the NZNO to allow them to participate in the consultative process so as to allow substantive input.

- 32.4 Where an employer receives an indication of potential significant changes, they undertake to advise staff and the NZNO as soon as practicable of the possibility of these changes.
- 32.5 Where changes are deemed commercially sensitive to the employer, NZNO and the employees involved in the management of such change, shall meet with the employer and endeavour to reach agreement on any necessary and appropriate confidentiality.
- 32.6 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 prior notification.
- 32.7 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.
- 32.8 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. 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
- 32.9 Consultation requires neither agreement nor consensus, but the parties accept that consensus is a desirable outcome.
- 32.10 The consultation process will give employees affected, or likely to be affected, by any significant change to staffing, structures or work practise, and the NZNO organiser/delegate, the opportunity to put forward their views on any proposals or options developed for change prior to any final decision being made.
- 32.11 The process will generally include, but not necessarily be confined to the following:
- (a) Management will meet with employees likely to be affected and the NZNO organiser/delegate to outline the possibility of change, looking at the current situation and the future, given the factors that could give rise for the change.
 - (b) Management will develop a plan or proposal specifying possible implications in relation to staffing changes.
 - (c) The plan or proposal will be circulated to employees likely to be affected and the NZNO organiser/delegate, with a request for feedback within a reasonable and specified timeframe. Alternative proposals or options should demonstrate that the objectives could be met. Management will meet with employees and the NZNO organiser/delegate for clarification of issues arising from the plan or proposal.
 - (d) Once feedback has been considered, management will make the final decision, and work with the NZNO organiser/delegate to finalise the implementation plan.

- (e) It is agreed that consideration will be given and maintained in the employer's basic rights and obligations to operate the business in an efficient, business-like, safe and professional manner.

33. Confidentiality

- 33.1. As part of their normal duties, the employees will have access to confidential information concerning the employer and clients. This information may include, but is not limited to, business information, trade secrets, transaction details, business, employee or client records, and other confidential information relating to the employer, employees or clients.
- 33.2. Under no circumstances will an employee make use of, divulge or communicate confidential information to any person either during the term of this agreement or at any time after the termination of this agreement.
- 33.3. This shall not prevent registered health practitioners from making appropriate ethical/professional disclosures regarding individual patient clinical status and associated legal issues, in accordance with the provisions of the Privacy Act 2020. The registered health practitioner will notify the employer of such disclosures.

34. Policies and Procedures

- 34.1. All employees covered by the Agreement shall comply with the employer's policies and procedures in force from time to time, to the extent that such policies and procedures are not inconsistent with the terms and conditions of this Agreement.
- 34.2. The employee will be consulted regarding any additions/amendments to those policies and procedures, where such additions/amendments have a material effect on employees' terms and conditions of employment.

35. Vulnerable Children's Act 2014

Where employers are required under the Vulnerable Children's Act 2014 to safety check employees who will have contact with children, the parties agree that all employees covered by this agreement may be required to undergo such checks as prescribed by Regulation. This may include both vetting and screening processes. An employee who refuses to participate in the required safety checks or who does not pass such required screening may have their employment terminated.

36. Safe Staffing and Healthy Workplaces

- 36.1. The Employer shall comply with the provisions of the Health and Safety at Work Act 2015 and subsequent amendments concerning safety, health and welfare matters. The parties to this agreement agree that employees should be adequately protected from any safety and health hazard arising in the workplace.
- 36.2. The employer and employees are committed to providing a safe and healthy work environment for its employees so that they can return home healthy and safe at the end of the day.

36.3. To achieve this Access will:

- model good practice in health, safety and wellbeing which must meet or exceed relevant legislation, codes of practices, standards and guidelines;
- create a culture where hazard identification, risk assessment and control is fundamental to the way we do our work accurately report accidents, and near misses promptly, using every opportunity to learn how to prevent these in the future;
- acknowledge that whilst the employer has as the ultimate accountability, managers and employees all have responsibility for health, safety and wellbeing;
- actively engage with the workforce and their representatives on health and safety issues, using good faith principles;
- foster a mature health and safety culture through communication, education and active participation of all managers, employees and others to enable individuals to use sound judgement to take responsibility for, and actively manage, their own health and safety risks;
- acknowledge the importance of meal and rest breaks;
- ensure employees are provided with appropriate personal protective equipment, where this is necessary;
- support the rehabilitation and safe and appropriate return to work of sick or injured employees;
- develop, maintain, monitor and rehearse procedures for dealing with all foreseeable types of emergencies the employer could be exposed to or required to respond to;
- regularly and systematically review the health and safety policies, procedures and guidelines for on-going improvement.

36.4. Employees also have a responsibility under the Act to observe all safety procedures to adopt healthy and safe work practices and to properly use the first aid equipment and supplies the employer provides.

36.5. Employees must advise the Employer of any medical condition (including stress related symptoms) which may impact on the employees' ability to perform the employees duties safely or effectively.

36.6. (a) Nurses are encouraged to raise workload concerns directly with their Team Leader who will make reasonable efforts to address concerns informally and promptly, considering operational requirements and service delivery obligations.

(b) Where a nurse's concerns are not met and resolved, the nurse can be directed to the Health and Safety representative for their work area.

37. Whanau/Family Friendly Policies

Employers and employees recognise the value of whanau/family and will endeavour to promote whanau/family friendly policies.

38. Family Violence

- 38.1. Family violence may impact on an employee's attendance or performance at work. The employer will support staff experiencing family violence. This support includes:
- 38.2. For those experiencing family violence, up to 10 days of paid leave in any calendar year to be used for medical appointments, legal proceedings and other activities related to family violence. This leave is in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.
- 38.3. To support safety planning and avoidance of harassing contact, the employer will approve any reasonable request from an employee experiencing family violence for:
 - (i) changes to their span or pattern of working hours, location of work or duties;
 - (ii) a change to their work telephone number or email address; and
 - (iii) any other appropriate measure including those available under existing provisions for flexible work arrangements.
- 38.4. An employee who supports a person experiencing family violence may take domestic leave to accompany them to court, to hospital, or to mind children.
- 38.5. All personal information concerning family violence will be kept confidential and will not be kept on the employee's personnel file without their agreement.
- 38.6. Proof of family violence may be requested and can be in the agreed form of a document from the Police, a health professional or a family violence support service.
- 38.7. Family violence means domestic violence as defined by s.3 of the Domestic Violence Act 1995.

39. Accidents and Injuries

Where an employee is incapacitated as a result of an accident, and that employee is on earnings related compensation, and has an entitlement to sick leave, the employer agrees to supplement the employee's compensation by 20% of base salary during the period of incapacitation. This leave shall be taken as a charge against the employee's sick leave entitlement.

40. Uniforms and Protective Clothing

- 40.1. Where an employer requires an employee to wear a uniform, it shall be provided free of charge, but shall remain the property of the employer. This subclause does not apply in the event that the employee wears their own clothing within broad requirements such as wearing of certain colours.
- 40.2. Suitable protective clothing shall be provided at the employer's expense where the duty involves a risk of excessive soiling or damage to uniforms or personal clothing or a risk of injury to the employee.

- 40.3. Damage to clothing – An employee shall be reasonably 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. Each case shall be determined on its merits by the employer.

41. Redundancy

- 41.1. For the purpose of this agreement, redundancy is defined as a condition in which the employer has staff surplus to requirements because of reorganisation or the closing down of all or part of the employer's operation.
- 41.2. The employer shall provide six weeks written notice of an impending redundancy to the affected employees and shall endeavour to redeploy affected employees.
- 41.3. During the period of notice, the employee shall be entitled to reasonable time off to attend interviews, seek alternative employment and to undertake counselling, by agreement with the employer, without loss of pay.
- 41.4. The employee made redundant shall be provided with a Certificate of Service stating that employment was terminated as a result of redundancy.
- 41.5. Except as otherwise provided in this clause, in the event that a permanent employee is declared redundant by the employer then the employee shall receive six weeks' notice of termination or shall be paid salary in lieu if six weeks' notice is not given. The employee shall be expected to work out their six weeks notice period unless mutually agreed otherwise to work less than the six weeks notice period.

42. Employee Protection Provision

- 42.1 Where the employer is contracting out, selling or transferring all or part of the business, including the part of the business where the employee is employed, the following provisions will apply:
- 42.1.1 The employer shall endeavour to consult the employee about any proposal to sell all or part of the business or to contract out or transfer work before a final decision is made.
- 42.1.2 If the employer decides to proceed with the proposed restructure, it will negotiate with the new contractor/service provider with a view to endeavouring to have the new employer offer the employee employment on the same or substantially similar terms and conditions including location, and recognising service as continuous. The employee will be advised of timeframes for such negotiation and/or for the acceptance of any offer of employment and/or of any application process, in a timely manner.
- 42.2 The employee is entitled to choose whether or not to accept employment with the contractor/service provider. In the event that the contractor/service provider offers the

employee employment in terms of 42.1.2 above, no redundancy situation will arise, and the employee will not be entitled to receive redundancy compensation or additional notice, whether or not the employee chooses to accept the offer of employment. The employee will be entitled to notice of termination with the employer as specified in this clause.

- 42.3 In the event that the contractor/service provider is not prepared to offer the employee employment in terms of 42.1.2 above, the employee will be entitled to notice of termination as specified in clause 44.1.
- 42.4 The provisions contained in this clause shall not apply where the employer is in receivership or in liquidation.

43. Termination for Illness or Incapacity

- 43.1. If an employee becomes incapacitated as a result of mental or physical illness, incapacity or disablement so that they are incapable of performing their duties for a cumulative period of 3 months, within a 12 month period, then Access may review their fitness to work and ability to undertake the tasks required of them, as per their employment agreement. This includes dismissal and four weeks notice will be given or they may elect to medically retire. Access will consider possibilities of redeployment or alternative work where possible.
- 43.2. Before terminating, with the aim of being fair and reasonable, Access will may meet with the employee and request that the employee undergo a medical examination by a registered medical practitioner of Access's choice and at Access's expense. Where such an examination occurs, the employee will provide consent and authorise the person conducting such an examination to report thereon in confidence and in writing to Access and agree to Access retaining that information. Access will take into account any reports or recommendations made available as a result of that examination and other relevant medical reports received from the employee.
- 43.3. If an employee supplies Access with any medical report or recommendation, Access will ensure that the information supplied is treated in confidence.
- 43.4. If an employee refuses to give consent for a medical examination, or consent for the release of relevant medical information to Access, Access shall be able to make a decision on the employee's fitness for work on the basis of absenteeism history and the available information which may be incomplete.

44. Termination of Employment

- 44.1. Either party may terminate the employment agreement with four weeks written notice following correct procedure, unless otherwise agreed between the employer and employee. Agreement for a shorter notice period will not be unreasonably withheld. When the agreed notice is not given, the unexpired notice shall be paid or forfeited by the party failing to give the agreed notice.
- 44.2. This shall not prevent the employer from summarily dismissing any employee without notice for serious misconduct.

44.3. Abandonment of employment: An employee absent from work for three consecutive working days without notification to the employer or without appropriate authorisation from the employer will be considered by the employer as having terminated their employment without notice, unless the employee is able to show they were unable to fulfil their obligations under this section through no fault of their own. The employer will make all reasonable efforts to contact the employee during the three days period of absence.

45. Suspension

45.1. If, at any time during employment, an allegation of serious misconduct is made against an employee where there is a risk to anyone or the investigation may be impeded, the employer may, following consultation with the employee, who has the ability to seek union or other representation, suspend them on ordinary pay from all or any normal duties while an investigation is carried out. Such a period will not normally exceed two weeks. During any such period of suspension the employee may not attend all or any Access workplace, unless directed to do so by the employer.

45.2. In circumstances where the safety or wellbeing of the employee, client or one of their colleagues is compromised, and where representation cannot be arranged at short notice, the employee, following consultation with them, may be sent home on special paid leave until such representation can be arranged.

45.3. Following consultation with the employee and their representative the employee may be suspended as in (45.1) above.

45.4. The suspension does not imply guilt in regards to the allegation being investigated. It is purely to allow for the investigation of a serious allegation.

45.5. During the term of any suspension this agreement shall continue to apply and all rights, interests, and benefits conferred by it continue to accrue.

46. Harassment Prevention

46.1. The parties recognise that harassment in the workplace is totally unacceptable. It is the responsibility of the employee to familiarise themselves with the relevant policy on harassment and the responsibility of the employer to communicate the extent of this policy and make it accessible to all employees.

46.2. Harassment can take many forms, including sexual harassment, bullying, racial harassment, violence and other forms of intimidating behaviour.

46.3. Harassment complaints will be taken seriously and the employer undertakes to address these with sensitivity and impartiality.

47. Resolving Employment Relationship Problems

47.1. *If you have a problem with your employment, it's important to deal with it quickly and in good faith. You can have your union help you at any stage, it's always better to ask for assistance and advice earlier than later in any process or dispute.*

47.1.1. What is an employment relationship problem?

It includes any issue between you and your employer, such as a personal grievance or a dispute about your employment agreement.

47.1.2. Personal grievance grounds (Section 103 of the Act):

You can raise a personal grievance if you believe:

- You were unjustifiably dismissed.*
- You were unjustifiably disadvantaged in your employment by an action of your employer.*
- You were discriminated against.*
- You were sexually or racially harassed.*
- You were treated adversely because of family violence.*
- You were subjected to duress about union membership.*
- Your employer breached certain legal requirements (e.g., continuity of employment during restructuring, health and safety protections, whistleblower protections).
(See section 103 of the Employment Relations Act 2000 for the full list of grounds.)*

47.1.3. What should you do first?

Talk to your employer as soon as possible to try to resolve the problem. You can have your union help you at any stage.

47.1.4. Time limits:

- You must raise a personal grievance within 90 days of the problem or when you became aware of it.*
- For sexual harassment, you have 12 months.*

47.1.5. Help and services available:

- If you can't resolve the problem directly, you can contact the Ministry of Business, Innovation and Employment (MBIE) for free information and assistance.*
- MBIE offers a free mediation service.*
- If mediation doesn't work, you can take the matter to the Employment Relations Authority, and then to the Employment Court if needed.*
- You can also seek help from a Labour Inspector for certain issues.*

For more information or to access mediation:

Call NZNO on 0800 283848 or via email: nurses@nzno.org.nz, or


Call MBIE on 0800 20 90 20 or visit <https://www.employment.govt.nz>

48. Professional Development and Recognition Programme (PDRP)

- 48.1. The Access Community Health PDRP will be available to all nurses and senior nurses 12 months from the commencement date of this collective agreement. The criteria for advancement and maintenance will be determined by the Access PDRP programme.
- 48.2. In recognition of the contribution to improved practice through attaining PDRP levels beyond Competent, a nurse who achieves and maintains the following levels will receive an allowance for as long as that level of practice is held. PDRP allowances are payable only while the nurse's PDRP level remains current under the employer's approved PDRP programme. Where a PDRP level expires, lapses, or is not renewed within the required timeframe, the allowance shall cease. All PDRP allowances shall be paid at the rate specified below for each ordinary hour worked and shall not be multiplied by penal or overtime provisions.
 - Proficient: \$1.00 per hour
 - Expert: \$1.50 per hour
- 48.3. Nurses who have achieved proficient or advanced PDRP level in another NCNZ approved programme may, at the discretion of the recruiting manager, transfer their PDRP level to Access and receive the relevant PDRP allowance for a period of up to 12 months.

Signed this 08 day of April 2026

Authorised Representative of the Union Party:

Signed by:

.....
5F93FC9A33AC441.....

Andy Hipkiss, Industrial Advisor, NZNO

Authorised Employer Representative:

Signed by:

.....
3FB59E90BC69495.....

Androulla Kotrotsos, Chief Executive Officer, Access Community Health

Appendix A: Christchurch Nurse's Weekend Rates

Canterbury District Nurses are paid at T1.5 for regular rostered weekend work which is any hours worked from 16:30 Friday to 8:00 Monday.