

VARIATION AGREEMENT

Evolution Southern Cross Limited (Grace Hospital)

And

New Zealand Nurses Organisation (NZNO)

20 December 2023

Parties:

Evolution Southern Cross Limited (Grace Hospital) EMPLOYER
AND
New Zealand Nurses Organisation (NZNO) UNION

Subject of Variation:

The subject of this variation is the Evolution Southern Cross Ltd (Grace Hospital) and New Zealand Nurses Organisation (NZNO) Collective Agreement dated 01 May 2023-30 June 2024 (referred to herein as the 'CA').

Terms of Variation:

The parties agree to vary clause 14 of the CA (Salary and Benefits), by way of raising the stated salaries for Senior, Registered and Enrolled Nurses:

1. This variation is made pursuant to clause 08 of the CA (Variations of Agreement).
2. This variation was formally ratified by affected Members of NZNO on 18 December 2023.
3. This variation replaces the previous CA pay scales for the stated nursing roles (from 15 January 2024), with the following rates:

Clause Numbers	Title	Detail of Change			
Clauses 14.1, 14.2 & 14.3	Salary and benefits	<u>Proposed Implementation Date:</u> 15th January 2024			
		<u>Proposed New Clinical Pay Scale:</u>			
		Role	Year/Level	Hourly Rate	
		RN (14.2)	1	\$35.40	
			2	\$38.20	
			3	\$40.45	
			4	\$42.60	
			5	\$47.15	
6	\$48.50				
	7	\$49.90			
EN (14.3)	-	\$38.90			
Senior Nurse (14.1)	Level 1 A	\$50.10			
	Level 1 B	\$50.31			
	Level 2 A	\$51.29			
	Level 2 B	\$51.79			

			Level 3 A	\$52.81
			Level 3 B	\$53.31
			Level 4 A	\$53.56
			Level 4 B	\$54.56
			Level 5 A	\$54.71
			Level 5 B	\$55.21
			Level 6 A	\$55.25
			Level 6 B	\$55.64

Further Terms:

1. This variation will be effective from 15 January 2024, and where appropriate backdated to this date.
2. Members must be employed by Evolution Southern Cross Ltd at the date of both parties signing of the ratified variation.
3. Evolution Southern Cross will endeavor to implement changes in terms and conditions within 6 weeks of ratification of this variation.

Signed:

(Brenda Brickland, NZNO)

Signed:

(Janet Keys, Evolution Southern Cross Ltd – Grace Hospital)