

Mountain View Home & Hospital – Variation to 2023-2024 CEA

Subject to ratification, the parties agree to the following changes to the Collective Agreement dated 1/07/23 – 30/6/24.

1. Clause 6 Remuneration

Delete existing wage table for 'Cleaners/Domestic/Laundry/Kitchen/Maintenance' and replace with new table as below including progression.

Note for clarity, formula for 1 April 2024 rates remain as agreed – i.e.

2023 rate + 4.5%; or, 2023 rate + CPI (for the most recent 12-month reporting period)– whichever is the higher.

Grade	Rate (1/7/2023)	Definition
1	\$23.27	No formal qualification
2	\$23.77	NZQA Level 2 Qualification, or 3+ years' service
3	\$24.27	NZQA Level 3 Qualification, or 8+ years' service
4	\$24.77	NZQA Level 3 Qualification <u>plus</u> additional two+ years' post-qualification experience; or 12+ years' service

Note: Back payment will be made to existing union members who were union members as at the commencement of the collective (i.e. 1/7/2023).

The parties agree that the employer can transition non-union staff to the new grade/progression step as appropriate for their circumstances as a one-off transition arrangement, effective from 1 November 2023; and that this will not be considered passing-on.

2. All other clauses of the existing CEA remain unchanged.



Sue Eising-Wolland (NZNO)

11-12-2023

Date



Derek Tarawa (E tu)

8-12-2023

Date



Chris Longman, EMA
for Mountain View Home & Hospital

12/12/2023

Date