

# Collective Agreement

Negotiated between:

New Zealand Clinical Research OpCo  
Limited (NZCR OpCo)

and

NZ Nurses Organisation (NZNO)

Term:

1 April 2024 to 31 March 2025

## Contents

1. Parties .....	3
2. Coverage/Application/Definitions.....	3
3. Term .....	4
4. Variation.....	4
5. Definitions .....	5
6. Hours of Work.....	5
7. Meal Breaks and Rest Periods.....	7
8. Wage Scales .....	9
9. Allowances.....	11
10. Overtime.....	12
11. Professional Development .....	12
12. Reimbursing Payments.....	12
13. Annual Leave .....	13
14. Public Holidays.....	13
15. Sick and Domestic Leave.....	14
16. Bereavement Leave .....	15
17. Family Violence Leave.....	16
18. Parental Leave .....	16
19. Jury Service/Witness Leave .....	16
20. Employment Relations Education Leave.....	17
21. NZNO Meetings.....	17
22. Abandonment of Employment .....	18
23. NZNO Right of Entry .....	18
24. NZNO Delegate/ Workplace Representative .....	18
25. Co-operation, consultation and management of change .....	18
26. Health and Safety .....	19
27. Uniforms .....	19
28. Termination of Employment.....	19
29. Sexual and racial harassment.....	20
30. Redundancy.....	20
31. Confidentiality of Information and Intellectual Property.....	20
32. Employee Protection Provision .....	20
33. Resolution of Employment Relations Problems.....	21
34. No Pass On Provision .....	22

## 1. Parties

The parties to this agreement are:

New Zealand Clinical Research OpCo Limited (NZCR OpCo)

("The Employer")

AND:

The New Zealand Nurses Organisation (NZNO)

(The "NZNO")

## 2. Coverage/ Application/Definitions

2.1. This agreement shall cover those Employees of the Employer who are or become members of the NZNO and who work in the positions of:

- (i) Research Nurse 1.1
- (ii) Research Nurse 1.2
- (iii) Research Nurse 2.0
- (iv) Research Nurse 3.0
- (v) Enrolled Nurse 1.0
- (vi) Enrolled Nurse 2.0
- (vii) Clinical Research Technician Entry
- (viii) Clinical Research Technician Experienced
- (ix) Clinical Research Technician Senior
- (x) Nurse Team Lead

The roles and responsibilities of the above positions are outlined in their relevant job descriptions.

2.2. This agreement may be extended to other occupational roles as agreed between the parties.

2.3. **Impact on Individual Employment Agreements:** Where an employee on an individual employment agreement elects to be bound by this collective agreement, their previous terms and conditions of employment shall no longer apply unless otherwise agreed between that employee and the employer.

2.4. **Savings:** Nothing in this CA shall operate as to reduce the ordinary (TI) hourly rate applying to any employee at the date of this CA coming into force unless specifically agreed between the parties during the negotiations.

2.5. All new employees employed after the date of signing of this Agreement, whose work comes within the coverage clause, will for the first 30 days of their employment, be employed on terms and conditions in this Agreement and any other terms where authorised by the Employment Relations Act, which are not inconsistent with this Agreement. Where the new employee is not a member of the

NZNO, the employer will inform the employee that:

- this agreement exists and covers their work;
- they may join the NZNO;
- how to contact the NZNO;
- if the employee joins the NZNO, the employee will be bound by this collective agreement;

The employer will give the employee a copy of this collective agreement.

If an employee is not a member of the NZNO, within 10 days after the employee commences employment with the employer the employer must give the employee a form along with any other specified information provided by the NZNO about the role and function of the NZNO if requested by that NZNO.

Unless the employee objects to the provision of their personal information to the NZNO, the employer will provide the name, email address, mobile number and the approved form of the employee to NZNO.

2.6. All new employees will be given a letter of offer of employment, setting out hours of employment, and pay rates.

2.7. Probationary Period

2.7.1. The first 12 weeks of employment of any new employee not previously employed by the employer will be a probationary period during which the employee competency, behavior and conduct will be appraised and monitored. The probationary period will commence on the day the employee starts work. The Employer may, at its sole discretion, extend the probationary period for a further set period(s) to provide further opportunity to address shortcomings and/or to meet the standards required.

2.7.2. If warranted during the period(s), notwithstanding the employer's house rules/disciplinary procedures, the Employee will be given one written warning. Failure to remedy the issues raised in the warning or the occurrence of other competency, behavior or conduct shortcomings may result in dismissal with two weeks' notice (or payment in lieu thereof) during or at the end of the probationary period.

2.7.3. Nothing in this clause shall prevent your summary dismissal for serious misconduct.

2.7.4. During the probationary period the Employee may terminate this agreement by giving two weeks' notice.

### **3. Term**

The term of the Agreement will be for one year, 1 April 2024 to 31 March 2025.

### **4. Variation**

Any variation to this CA shall be mutually agreed between both parties and such variation shall be in writing and signed by both the parties.

All parties shall be informed of and provided with relevant information about any proposed variation.

The process for variation to the CA 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.

## 5. Definitions

**"Casual Employees"** are those employees who are employed on an hourly basis and paid for at the hours so worked. Casual employees shall be engaged on the basis that each period of engagement is a separate agreement of employment. Casual workers may decline to work a shift that they are offered. Once a casual employee accepts a shift, they are bound by that agreement.

Casual employees cannot be used to replace genuine permanent or temporary situations except to meet business requirements when no other alternative is available.

**"Full Time Employees"** are those employees whose ordinary hours of work shall be 40 hours per week or 80 hours per fortnight.

**"A Fixed-term employee"** is an employee who is engaged for a finite period or a specified project situation or for example to replace an employee on parental leave at which point the employment ends (as defined in s 66 of the Employment Relations Act 2000).

**"Part Time Employees"** work less than 40 hours per week or 80 hours per fortnight.

**"Duty/shift"** means a single, continuous period of work required to be given by an employee, excluding overtime, on-call and call-back. A duty shall be defined by a starting and finishing time. Duties shall be morning (AM), afternoon (PM) duties or night duties. When a major part of a duty falls on a particular day the whole duty shall be regarded as being worked on that day.

**"A Nurse Team Lead"** is an employee who has been appointed to provide direct clinical and administrative oversight for a team of registered nurses. They train, mentor, performance review and competency assess team members and the wider nursing team. They regularly act as shift supervisor and leader of nurse team on PK days.

## 6. Hours of Work

- 6.1. The employer shall take all practical steps to prevent harm occurring to employees from the way work is organised. In designing and implementing shift rosters, the employer shall ensure the disruption and fatigue associated with shift work are minimised.
- 6.2. The employee shall also use their best judgement when accepting shift work and ensure they meet their obligations regarding their wellbeing and Health & Safety as well as the Health & Safety of their colleagues and patients.
- 6.3. The employer will endeavour to ensure safe staffing levels and appropriate skill mix in work areas. There shall be a programme of regular monitoring of staffing levels and skill mix. Any identified staffing deficiencies shall be addressed.
- 6.4. The ordinary working hours of an employee employed full-time shall be as specified in the letter of offer; for a full time employee, this will average at 80 hours across a 2-week period. Shifts as much as possible shall be evenly distributed through the 2-week period.
- 6.5. NZCR employees shall be given preference in rostering over the use of agency or bureau staff as long

as the requirements of the clinical study are not compromised.

6.6. Examples of shift times are:

- 0630hrs – 1500hrs (Day shift)
- 1430hrs – 2300hrs (PM/Afternoon shift)
- 2230hrs – 0700hrs (Night shift)

Shift times will be in accordance with business activity and requirements. Shifts will cover 24 hours per day, 7 days per week and generally will be Day Shift, Afternoon Shift, and Night Shift.

6.7. Where employees are requested to and agree to work unblinded dosing shifts, such shifts will be for a minimum of 3 hours paid at the relevant pay rate.

6.8. Alternative shift times may be arranged by mutual agreement between the employer and the employee; these may be offered to employees and will usually range from 4 hours to 12 hours. As per clauses 6.1, 6.2 and 6.3, the employer shall take all practical steps to ensure safe rostering and the employee shall use their best judgement when accepting shift work to prevent risking their and others health & safety and wellbeing.

6.9. The nursing hours and shifts allotted to all employees will be by mutual agreement between the employer and the employee. Where practicable, individual preferences and circumstances will be incorporated in the allotment of shifts. In accordance with clinical trial requirements the nursing shifts allotted to an employee will be spread throughout the 24 hours period, Monday to Sunday. As a minimum, the employer will notify rosters at least 12 days prior to the commencement of the roster. The employee then has 48 hours to request shifts, advise changes. The employer will confirm rosters at least 8 days prior to the commencement of the roster. Shifts will be confirmed by email (or by workforce application when implemented) and where possible will show duties for a minimum of one week.

6.10. Shift cancellation:

6.10.1. If a shift has been accepted by a casual or a permanent employee the employer may cancel that shift under the following circumstances:

6.10.2. The employer will endeavor to provide at least 24 hours' notice of a shift cancellation but no less than 4 in extenuating circumstances.

6.10.3. If the employer provided less than 24 hours' notice then they will be compensated with 2 hours basic rate of pay. If more than 24 hours' notice they will be paid compensated with 1 hour basic rate of pay.

6.10.4. An employee whose shift has been cancelled will be prioritized for a similar shift in the next roster cycle. A permanent employee whose shift has been cancelled will be provided hours to meet contractual obligations.

6.10.5. Notice of cancellation shall be affected using the standard method of communication the employer has used to contact the employee previously.

6.10.6. Shifts may only be cancelled when there are significant changes in the expected patient load or operational requirements.

6.11. Except by mutual agreement, no employee shall work more than 5 consecutive days in a row. This does not include days attending training or professional development. Except by mutual agreement, there

shall be 2 consecutive days off following work periods of 5-7 days.

- 6.12. A minimum break of 9 hours shall be allowed between rostered shifts unless mutually agreed between the employer and the employee.
- 6.13. Employees may exchange shifts or duties by mutual agreement and with the prior approval of the Clinical Nurse Manager.
- 6.14. Duties, once commenced, shall be continuous, except for meal breaks and rest periods.
- 6.15. Where the employer requires employees to attend classes of instruction or examinations as part of their education the time so occupied shall be deemed to form part of their hours of work.
- 6.16. Agreed hours of work between an individual and the employer and any agreed variation between the employer and the individual, which shall be not inconsistent with the collective agreement, shall be recorded in writing and signed by the employer and the employee.
- 6.17. Where additional work becomes available this shall be offered to existing employees before new staff are employed.
- 6.18. No fixed term or permanent employees will be employed on zero hours.

## **7. Meal Breaks and Rest Periods**

### Entitlement and duty

- 7.1.1. An employee is entitled to, and the employee's employer must provide the employee with, rest breaks and meal breaks in accordance with this Employment Relation Act 2000.

### Work period between 2 hours and 4 hours

- 7.1.2. If an employee's work period is 2 hours or more but not more than 4 hours, the employee is entitled to one 15-minute paid rest break.

### Work period between 4 hours and 6 hours

- 7.1.3. If an employee's work period is more than 4 hours but not more than 6 hours, the employee is entitled to—
  - (a) one 15-minute paid rest break; and
  - (b) one 30-minute meal break.

### Work period between 6 hours and 8 hours

- 7.1.4. If an employee's work period is more than 6 hours but not more than 8 hours, the employee is entitled to—
  - (a) two 15-minute paid rest breaks; and
  - (b) one 30-minute meal break.

### Work period over 8 hours

- 7.1.5. If an employee's work period is more than 8 hours, the employee is entitled to the rest breaks and meal breaks in accordance with subsections (6) and (7).
- 7.1.6. During the work period of 8 hours, the employee is entitled to—
  - (a) two 15-minute paid rest breaks; and

(b) one 30-minute meal break.

7.1.7. During the work period beyond 8 hours (the subsequent period), the employee is entitled to the following:

- (a) if the subsequent period is 2 hours or more but not more than 4 hours, to one 15-minute paid rest break:
- (b) if the subsequent period is more than 4 hours but not more than 6 hours, to—
  - (i) one 15-minute paid rest break; and
  - (ii) one 30-minute meal break:
- (c) if the subsequent period is more than 6 hours but not more than 8 hours, to—
  - (i) two 15-minute paid rest breaks; and
  - (ii) one 30-minute meal break.

7.2. Except when required for urgent or emergency work, no employee shall be required to work for more than 5 hours of continuous work within an up to a 12 hour work period, without being entitled to a meal break of half an hour, except where the employee requests otherwise or unless prior approval by the Clinical Nurse Manager or their designee.

If the employee is unable to take a 30 minute unpaid break they will advise the designated shift supervisor or Clinical Nurse Manager verbally OR by phone call OR email OR text no later than 4.5 hours into the shift.

7.3. An employee unable to be relieved from the workplace for an uninterrupted (able to leave the clinic floor) meal break, as provided in clause 7.1 or 7.2, shall be entitled to have a meal while on duty and this period shall be regarded as working time paid at the appropriate rate (the rate payable at that time). Approval for this must be given by the Clinical Nurse Manager or their designee. Notwithstanding, night shift staff will be paid for their meal breaks.

7.4. During the meal break or rest breaks prescribed above, free tea, coffee, milk and sugar will be provided by the employer.

7.5. The Employer will provide appropriate facilities for taking meal and rest breaks.



**8. Clinical Research Technician, Enrolled Nurse, Research Nurse Wage Scales**

8.1. 2024-2025 wage scale

	Hourly Rate	T2	T3
<b>Clinical Research Technician</b>			
Clinical Research Technician Entry	\$27.72	\$32.49	\$41.58
Clinical Research Technician Experienced	\$30.66	\$35.92	\$45.98
Clinical Research Technician Senior	\$33.59	\$39.36	\$50.37
<b>Enrolled Nurse</b>			
Enrolled Nurse 1.0	\$36.23	\$42.46	\$54.35
Enrolled Nurse 2.0	\$38.81	\$45.49	\$58.22
<b>Research Nurse</b>			
Research Nurse 1.1	\$38.24	\$44.82	\$57.37
Research Nurse 1.2	\$45.30	\$53.09	\$67.94
Research Nurse 2.0	\$47.05	\$55.14	\$70.57
Research Nurse 3.0	\$48.96	\$57.38	\$73.43
<b>Nurse Team Lead</b>			
	\$51.29	\$60.11	\$76.93

Research Nurse 1.1 = less than 5 years post registration experience

Research Nurse 1.2 = 5 or more years post registration experience

8.2. Appointment

On appointment the employer shall place the employee on the appropriate step of the pay scale, considering their relevant experience. For nurses, placement on the appointment step will be in accordance with their post registration experience.

8.3. Progression

To progress through the different steps in the roles of Research Nurse, Enrolled Nurse and Clinical Research Technician, the following criteria must be met, subject to satisfactory performance, which is assumed unless otherwise indicated during a performance review:

Research Nurse Levels:

Progression from Research Nurse 1.1/1.2 to Research Nurse 2.0 will be competency based and will require approval from the Nurse Team Lead to progress to the new step.

Meets minimum requirements from CA:

- Performance at a competent level, as assessed at the annual performance review.
- IV/Venepuncture certified certification.
- All appropriate training is completed.
- All SOP training completed (information only).

- Current ICH-GCP (via NZCR ICH-GCP training) and CPR certification.
- Able to work independently to achieve study timepoints.
- Target error rate of 5% or less as measured by Query Log reporting.
- A minimum of 780 hours worked at Research Nurse 1.1 or Research Nurse 1.2.

Progression from Research Nurse 2.0 to Research Nurse 3.0:

Progression between levels Research Nurse 2.0 to Research Nurse 3.0 will be competency based and will require approval from the Clinical Nurse Manager to progress to the new step.

Meets minimum requirements from CA:

- Performance at a competent level, as assessed at the annual performance review with CNM, completing self-reflection on current performance template.
- IV/Venepuncture certified.
- All appropriate training is completed and ongoing.
- Additional training undertaken if required for the Research Nurse role, working in all dedicated areas of research, patient, HV and other therapeutic areas.
- All SOP training completed and signed off; up to date and undertaken in timely manner
- Current ICH-GCP (via NZCR ICH-GCP training) and CPR certification.
- Education and support for new staff where possible.
- Target error rate of 5% or less as measured by Query Log reporting.
- A minimum of 1040 hours worked at Research Nurse 2.0
- Continues to work regular hours – average of 15 hours per week over a three-month period (checked quarterly)

B. Meets NZCR Research Nurse 3.0 Standards:

- Standard 1 – Applies critical thinking and research knowledge to nursing practice, clinical care, and management of research participants.
- Standard 2 – Establishes and maintains respectful, diverse, and collaborative professional relationships to promote person-centred research.
- Standard 3 – Maintains proficiency of practice in both clinical and research disciplines
- Standard 4 – Plans nursing care for clinical research participants applying evidence based clinical skills and validated and standardized research processes.
- Standard 5 – Deliver safe, appropriate, responsive, and cohesive care to clinical research participants.
- Standard 6 – Applies specialized research and management skills to enable the delivery of high quality clinical and research practice.
- Standard 7 – Contributes to the advancement of evidence-based healthcare and the clinical research nurse specialty.

Clinical Research Technician, Enrolled Nurse Levels:

Progression Clinical Research Technician Entry to Clinical Research Technician Experienced will be competency based and will require approval from the Nurse Team Lead to progress to the new step.

Meets minimum requirements from CA:

- Performance at a competent level, as assessed at the annual performance review
- All appropriate training is completed and ongoing .
- Additional training undertaken if required for the CRT role.
- All SOP training completed and signed off; up to date and undertaken in timely manner.
- Current ICH-GCP (via NZCR ICH-GCP training) and CPR certification
- Able to work independently to achieve study timepoints
- Target error rate of 5% or less as measured by Query Log reporting
- A minimum of 1040 hours worked at CRT Level 2.
- Continues to work regular hours – average of 20 hours per week over a three-month period.

Progression from Clinical Research Technician Experienced to Clinical Research Technician Senior and Enrolled Nurse 1.0 to Enrolled Nurse 2.0:

Progression to Clinical Research Technician Senior and Enrolled Nurse 2.0 level will be competency based and will require approval from the Clinical Nurse Manager to progress to the next step.

Meets minimum requirements from CA:

- Performance at a competent level, as assessed at the annual performance review with CNM
- All appropriate training is completed and ongoing
- Additional training undertaken if required for the EN/CRT role
- All SOP training completed and signed off; up to date and undertaken in timely manner
- Current ICH-GCP (via NZCR assessment) and CPR certification
- A minimum of 1040 hours worked at EN 10/CRT Experienced
- QC support
- Continues to work regular hours – average of 20 hours per week over a three-month period.

Meets NZCR Clinical Research Technician Senior Standards:

- Standard 1 - Able to assist meaningfully in the training of new staff members. Role models expected and professional behaviors, work ethic and quality approach, to entry level staff
- Standard 2 - Able to work with limited research nurse supervision as required.
- Standard 3 - Works proactively and competently in all aspects of the role.
- Standard 4 - Proven minimal error rate in data entry in source documents.
- Standard 5 - Demonstrates sound clinical judgement and appropriate escalation to research nurse.
- Standard 6 - Demonstrates reliable and punctual attendance on booked shifts.
- Standard 7 - Advanced problem solving and critical thinking ability.

NZCR commits to ensuring training and development is provided to assist the employee in meeting the expected criteria, with regular feedback provided. Employees who meet the criteria shall have their new step effective from time of performance review (or earlier as approved by the Clinical Nurse Manager).

#### 8.4. NZCR Annual performance review

8.4.1. The employer shall conduct performance reviews annually. The performance review shall include but will not necessarily be limited to reviewing achievement of the position's key performance indicators, communication, and co-operation with managers, colleagues and clients. The performance reviews will take place annually or as required by the employer. Any additional reviews are made at the employer's discretion. A performance review will not necessarily result in a review of levels of remuneration. If the employee is unhappy with the outcome of the performance review, they may request a review by the Chief Operating Officer.

### 9. Allowances

#### 9.1. Penal Rates

Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
0000 to 0700	T2	T2	T2	T2	T2	T3	T3
0700 to 2000	T1	T1	T1	T1	T1	T3	T3
2000 to 0000	T2	T2	T2	T2	T2	T3	T3

9.1.1. Public Holiday rate - applies to those hours which are worked on the public holiday. This shall be paid at time and one half the ordinary hourly rate of pay.

9.2. Call in Allowance

9.2.1. Where the Clinical Nurse Manager offers an employee additional work within 48 hours of the beginning of the shift then the employee will be paid for their shift plus 10% call in allowance.

9.2.2. Where the Clinical Nurse Manager offers an employee additional work within 12 hours of the beginning of the shift then the employee will be paid for their shift plus 20% call in allowance.

9.3. Shift Supervisor Allowance

9.3.1. Where an employee is required by the Clinical Nurse Manager/designee, to undertake shift supervisor duties for a minimum of one (1) full morning shift, due to absence of the Team Leader, the employee will be paid a daily allowance of \$15.53 for every day undertaking the duties.

## **10. Overtime**

10.1. Overtime work will be paid at T3 for all hours worked in excess of 8 hours per day or the rostered shift whichever is greater.

10.2. Any overtime work must be approved in advance by the Clinical Nurse Manager or their designee.

10.3. These extra hours must be documented on time sheets and will be paid in the following pay period.

## **11. Professional Development**

The employer acknowledges a commitment to supporting the continued safe practice of its workforce and to supporting opportunities for the development of knowledge and skills which will benefit the patient, organisational effectiveness and workforce.

11.1. The employer will provide opportunities for up to professional development, the hours allocated shall be:

11.1.1. 20 hours per year if more than 1000 hours are worked per year

11.1.2. 10 hours per year for staff who work up to 1000 hours per year

11.1.3. In house and online courses will be available to all staff. Leave will be granted for other relevant training, subject to the approval of the employer. Such approval will not be unreasonably withheld.

11.2. Paid leave to meet organisational and service requirements shall be granted in addition to the above provisions.

11.3. The employee may apply for costs to attend relevant educational courses as per the employer's Education Policy. Each application is reviewed on a case-by-case basis and the approval of this is at the sole discretion of the Operations Manager. Such approval will not be unreasonably declined.

## **12. Reimbursing Payments**

12.1. Where a nurse is required by law to hold an annual practising certificate, the cost of the certificate shall

be reimbursed by the employer provided that:

- 12.1.1. It must be a statutory requirement that a current certificate be held for the performance of duties.
- 12.1.2. The employee must be engaged in duties for which the holding of a certificate is a requirement.
- 12.1.3. Any payment will be offset to the extent that the employee has received a reimbursement from another employer. The employee will be required to sign a declaration that they have not received a reimbursement from another employer if they are claiming for 100% reimbursement from the employer.
- 12.2. The employee will have worked in excess of 780 hours during the previous 12 months. If 780 or more hours have been worked, the employer will reimburse 100% of the cost of the certificate. Permanent employees employed on the basis of 780 hours per annum i.e., employed to work on average of 15 hours per week, will be able to claim this reimbursement after three months employment
- 12.3. Travelling Expenses and Incidentals
  - 12.3.1. When travelling on employer business, the employee will be reimbursed for costs on an actual and reasonable basis on presentation of receipts in line with the employer's travel policy.

### **13. Annual Leave**

- 13.1. Employees shall be entitled to 4 weeks annual leave, taken and paid in accordance with the Holidays Act 2003.
- 13.2. The Employer will be responsible for arranging cover for periods of leave granted.
- 13.3. If the employee works for the employer on a basis that is so intermittent or irregular that it is impracticable for the employer to provide the employee with 4 weeks' annual holidays, annual holiday pay is paid at a rate not less than 8% of the employee's gross earnings ("pay as you go"). The employer will be required to review pay as you go employees every 13 weeks to check their eligibility for pay as you go.
- 13.4. The employer and employee must give not less than 14 days' notice of the requirement/ request to take annual holidays.
- 13.5. The employer and employee agree that the employee shall be paid in the pay that relates to the period in which the holiday is taken.

### **14. Public Holidays**

- 14.1. The following days shall be recognised and observed as public holidays on pay when such holidays fall on a day that would normally be a working day for an Employee.

They are:

New Year's Day

2 January

Waitangi Day

Good Friday

Easter Monday

ANZAC Day

Monarch's Birthday

Labour Day

Christmas Day

Boxing Day

Matariki

Anniversary Day as observed in the locality of work

- 14.2. The Employer and the Employees agree that when one of the days nominated in clause 14.1 above falls on a day which would otherwise be a working day for the Employee and the Employee is rostered and works that day, the Employee shall be paid 1.5 times their relevant hourly rate for all hours so worked. The Employee shall be entitled to an alternative paid holiday.
- 14.3. If an Employee is rostered to work on a Public Holiday but requests Annual Leave on that Public Holiday, then it will be treated as a Public Holiday and will not be deducted from the Employee's Annual Leave balance. However, approval will be subject to usual leave application criteria.
- 14.4. Where a public holiday falls on a day that an Employee is not otherwise normally working and where the Employee is rostered and works that day, they shall receive 1.5 times their relevant hourly rate of pay for each hour worked. The Employee shall not however be entitled to an alternative paid holiday.
- 14.5. Where an employee's days of work are not fixed, and the employee is rostered off and does not work on the public holiday the employee shall be entitled to an alternative paid holiday if the employee has worked at least four (4) of the same day in the eight (8) weeks prior to the public holiday e.g., for Labour Day in October, the eight (8) Mondays prior to Labour Day would be the period in which the entitlement is assessed.
- 14.6. The alternative holiday shall be paid at the relevant daily pay and shall be taken on a day that is mutually agreed by the Employer and the Employee.
- 14.7. In the event of Waitangi Day, Anzac Day, Christmas Day or Boxing Day, New Year's Day or 2 January falling on either a Saturday or a Sunday those public holidays shall be treated as follows:
- 14.7.1. If the public holiday falls on a Saturday or a Sunday and one or both of those days would otherwise be a working day for the Employee, then the public holiday shall be observed and treated as falling on that day.
- 14.7.2. If the public holiday falls on a Sunday and the day would not otherwise have been a working day for the Employee the public holiday shall be observed and treated as falling on the following Monday.
- 14.7.3. If the public holiday falls on a Sunday and the day would not otherwise be a working day of the Employee the public holiday shall be observed and treated as falling on the following Tuesday.

## **15. Sick and Domestic Leave**

- 15.1. The employer recognises entitlement to sick leave under the Holidays Act 2003. This includes an entitlement of 10 days' sick leave for each 12 month period, either:

15.1.1. five (5) days at the commencement date of employment, and a further five (5) days after the employee has completed 6 months' current continuous employment with the employer; or if, in the case of an employee to whom subsection 15.1.1 does not apply, the employee has, over a period of 6 months, worked for the employer for:

(i) at least an average of 10 hours a week during that period; and

(ii) no less than 1 hour in every week during that period or no less than 40 hours in every month during that period.

15.2. This entitlement may be taken where:

15.2.1. The Employee is sick or injured or;

15.2.2. The Employee's spouse is sick or injured; or

15.2.3. A person who depends on the Employee for care is sick or injured.

15.3. This entitlement shall be subject to the following conditions:

15.3.1. Available and accumulated sick leave can be used where an employee takes sick or domestic leave on a rostered day of work.

15.3.2. Payment for a day of sick leave shall be calculated according to the relevant daily pay of the day(s) of absence.

15.3.3. For any period of sickness lasting for three (3) consecutive days or more which gives rise to a claim for sick leave, the Employer may require the Employee to provide a medical certificate, verifying the illness claimed by the Employee.

15.3.4. The Employee shall ensure notice is given to the Employer as soon as practicable on the first day of absence and each day of absence thereafter.

15.4. The terms expressed in this clause are intended to comply with the legal minimums and the Employer may at its discretion grant in excess of any of these terms.

15.5. Any unused sick leave may be carried over from one year to the next so as to accumulate up to a maximum of 20 days in any given year. Any entitlement remaining unused shall not be payable upon termination of employment.

15.6. During the time of a government defined national pandemic, and for a period of 12 months after the government has officially notified of the end of the pandemic, an employee may be allowed to take up to 5 days Sick Leave in advance if the leave is related to the pandemic. This requires approval by the Clinical Nurse Manager which shall not be unreasonably withheld.

## **16. Bereavement Leave**

16.1. Each Employee shall be entitled to a minimum of three days bereavement leave, on pay and calculated at the relevant daily pay for each day taken as leave on the death of the Employee's Spouse, child, parent, brother or sister, mother-in-law or father-in-law, grandparent or grandchild.

- 16.2. An employee shall be entitled to up to three days' paid bereavement leave if they, their spouse or partner, or any other relevant person (such as a surrogate, a person carrying an employee's biological child or a person carrying a child an employee intends to adopt) has a pregnancy end by way of miscarriage or still birth.
- 16.3. Any other case where the Employer considers that the Employee has suffered a bereavement, the Employer may grant an Employee one paid day of bereavement leave.
- 16.4. When an Employee has obligations 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 Employer may at its sole discretion allow an Employee additional paid bereavement leave.

## **17. Family Violence leave**

- 17.1. An employee may be affected by family violence. The employer recognises that there is an opportunity to provide support to employees that may help limit some of the harmful effects of family violence.
- 17.2. An employee experiencing family violence may access up to ten days special leave in any twelve-month period for reasons connected to that violence, such as to arrange alternative accommodation, attend medical or counselling sessions or to attend court.
- 17.3. An Employees who have been affected by domestic violence can take paid domestic violence leave if: they have six months' current continuous employment with the same employer, or they have worked for the employer for six months for an average of 10 hours per week, and at least one hour in every week or 40 hours in every month.
- 17.4. Proof of the family violence may be required and can be in the form of an agreed document issued by police, a court, a medical practitioner, a domestic violence support service, a counselling professional or a lawyer.

## **18. Parental leave**

- 18.1. Parental leave shall be granted pursuant to the Parental Leave and Employment Protection Act 1987 and any subsequent amendments.

## **19. Jury Service/Witness leave**

- 19.1. 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.
- 19.2. A permanent 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).
- 19.3. 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.
- 19.4. 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.

- 19.5. 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.

## **20. Employment Relations Education Leave**

- 20.1. The Employer shall grant leave on pay for Employees who are party to this collective agreement to attend courses authorised by NZNO to facilitate their education and training as employee representatives in the workplace.

<b><i>FTE eligible employees as at 1 March each year</i></b>	<b><i>Maximum number of days of EREL that may be allocated to NZNO</i></b>
1-5	3 days total
6-50	5 days total
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

For the purposes of this clause, calculating the number of full-time equivalent eligible employees employed by an Employer:

- 20.1.1. An eligible employee who normally works 30 hours or more during a week is to be counted as one;
- 20.1.2. An eligible employee who normally works less than 30 hours during a week is to be counted as one-half.
- 20.2. The NZNO shall send a copy of the programme for the course and the name of Employees attending at least 14 consecutive days prior to the course commencing.
- 20.3. The granting of such leave shall not be unreasonably withheld taking into account continuing service needs.
- 20.4. 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 in the clauses above.

## **21. NZNO Meetings**

- 21.1. NZNO members shall be entitled to up to a total of 4 hours leave per year (a year being the period beginning on the 1st day of January and ending on the following 31st day of December) on ordinary pay to attend meetings authorised by the NZNO providing the following conditions are fulfilled.
- 21.2. The NZNO shall give the employer at least 14 days' notice of the date and time of any NZNO meeting to which clause 21.1 above is to apply.
- 21.3. The NZNO shall make such arrangements with the employer as may be necessary to ensure that the

employer's business is maintained during any NZNO meeting, including, where appropriate, an arrangement for sufficient NZNO members to remain available during the meeting to enable the employer's operation to continue.

- 21.4. Work shall resume as soon as practicable after the meeting, but the employer shall not be obliged to pay any NZNO member for a period greater than two hours in respect of any meeting.
- 21.5. Only NZNO members who actually attend a NZNO meeting during their working hours shall be entitled to pay in respect of that meeting and to that end the NZNO shall supply the employer with a list of members who attended and shall advise the employer of the time the meeting finished.

Note: The provisions of these clauses (22.1-22.5) are inclusive of any entitlements provided by the Employment Relations Act 2000.

## **22. Abandonment of Employment**

- 22.1. An employee absent from work for three consecutive rostered working shifts 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 reasonable efforts to contact the employee during the three days period of unnotified absence.

## **23. NZNO Right of Entry**

- 23.1. The authorised NZNO 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 NZNO's business, in accordance with Sections 20 and 21 of the Employment Relations Act 2000.

## **24. NZNO Delegate/ Workplace Representative**

The employer accepts that employee job delegates are the recognised channel of communication between the NZNO and the employer in the workplace.

- 24.1. Accordingly paid time off (at ordinary time rates) shall be allowed for recognised employee delegates to attend meetings with management, consult with NZNO members, and other recognised employee job delegates and NZNO officials, to consult and discuss issues such as management of change, staff surplus, and representing employees.
- 24.2. Prior approval for such meetings shall be obtained from management. Such approval shall not be unreasonably withheld.
- 24.3. Where recognised workplace activities are required outside working hours, delegates shall be paid at ordinary rates or granted time in lieu on a time for time basis.

## **25. Co-operation, consultation and management of change**

- 25.1. . New Zealand Clinical Research OpCo Limited will consult and engage with the NZNO and its employees in good faith where significant change and reorganisation is proposed.
- 25.2. Where the 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.

25.3. The consultation process shall be as follows:

25.3.1. 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.

25.3.2. Sufficient information must be provided by the Employer to enable the party/parties consulted to develop an informed response.

25.3.3. 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.

25.3.4. Genuine consideration must be given by the Employer to the matters raised in the response.

25.3.5. The final decision shall be the responsibility of the Employer.

## **26. Health and Safety**

26.1. The employer recognises the importance of providing a safe workplace and engaging with its workers in relation to health and safety and protecting workers and others against harm to their health, safety and welfare. NZCR will work constructively with the NZNO and its workers to promote a healthier and safer working environment. The worker agrees to follow NZCR's health and safety procedures, including but not restricted to improper use of fire safety equipment, following safe operating procedures, complying with the worker's responsibilities in the Health and Safety at Work Act 2015.

## **27. Uniforms**

Where the employer requires an employee to wear a uniform, it shall be provided free of charge, but shall remain the property of the employer.

## **28. Termination of Employment**

28.1. Notice Period

28.1.1. The employee/employer may terminate the employment agreement with four weeks written notice, unless otherwise negotiated with the employer. The notice period may be reduced by mutual agreement. Such agreement shall be recorded **in** writing and signed by the parties. The employer reserves the right to pay in-lieu of notice. The employer shall not be obliged to accept more than 4 weeks' notice.

28.1.2. Casual employees must work the remainder of their allocated shifts.

28.1.3. Employment of casual employees who are offered shifts but commit to no shifts for 3 months without a reasonable explanation will be terminated without notice. The employer must make genuine attempts to contact the employee before termination.

A casual employee who has informed the employer of their unavailability over a specific period shall not be subject to this clause.

## **29. Sexual and racial harassment**

- 29.1. Staff who experience repeated harassment, discrimination, bullying or undesirable behaviour are to report these incidents in the first instance to the Nurse Team Leader. If the matter is not resolved the nurse team leader or the person who has experienced the behaviour complained of will advise the Clinical Nurse Manager of the incident. Offensive and/or persistent non-compliant behaviour shall be dealt with under the NZCR complaints policy.

## **30. Redundancy**

- 30.1. 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.
- 30.2. In the event that the employer is considering a restructure they will, in the first instance, consult with NZNO. Prior to issuing notice of the restructure proposal to employees, the employer and NZNO will meet to discuss the reasons for redundancy including redundancy compensation and EAP support.
- 30.3. The employer shall provide four weeks written notice of an impending redundancy to the affected employees and shall endeavour to redeploy affected employees.
- 30.4. During the period of notice, the employee shall be entitled to reasonable time off to attend interviews, seek alternative employment and to undergo counselling, by agreement with the employer, without loss of pay.
- 30.5. The employee made redundant shall be provided with a Certificate of Service stating that employment was terminated as a result of redundancy.

## **31. Confidentiality of Information and Intellectual Property**

Any information which you acquire, either directly or indirectly, as a result of your employment with us is deemed to be confidential and is to be treated in the strictest confidence. After termination of your employment, you will still not be able to use or pass on any such information except where the information is already publicly known. This includes information, strategies, processes, materials, costs or secrets relating to any aspect of our business or to our customers, franchises, associated companies or sub-contractors.

## **32. Employee Protection Provision**

- 32.1. 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:
- 32.1.1. 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.
- 32.1.2. 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.

32.1.3. 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 32.1.2 above, no redundancy situation will arise, and the employee will not be entitled to receive redundancy compensation or additional notice as specified in clause 30 above, 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.

32.1.4. In the event that the contractor/service provider is not prepared to offer the employee employment in terms of 32.1.2 above, the employee will be entitled to notice of termination as specified in clause 29 and will remain entitled to the provisions of clause 30.

32.2. The provisions contained in this clause shall not apply where the employer is in receivership or in liquidation.

### **33. Resolution of Employment Relations Problems**

An "employment relationship problem" includes:

- (a) A personal grievance
- (b) A dispute
- (c) Any other problem relating to or arising out of the employment relationship but does not include any problem with negotiating new terms and conditions of employment.

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 is entitled to seek representation at any stage during the process. Help with an employment relations problem is available from within the workplace (employee manager) or outside the workplace (Ministry of Business, Innovation and Employment (MBIE) 0800 800 863), or a NZNO, an advocate or a lawyer.
- (b) If the matter is unresolved either party is entitled to seek mediation from the MBIE 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.)

A "personal grievance" means a claim that an employee:

- (a) has been unjustifiably dismissed; or
- (b) has had his/her employment, or his/her conditions of employment, affected to his/her disadvantage by some unjustifiable action by the employer; or
- (c) has been discriminated against his/her employment; or
- (d) has been sexually harassed in his/her employment; or
- (e) has been racially harassed in his/her employment; or

- (f) has been subjected to duress in relation to NZNO membership.
- (g) Adverse conduct for prohibited health and safety reason
- (h) That the employee's employer has failed to comply with a requirement of Part 6A; or
- (i) That the employee has been disadvantaged by the employee's employment agreement not being in accordance with section 67C, 67D, 67G, or 67H; or That the employee's employer has contravened section 67F or 67G(4).

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 is entitled to seek representation at any stage during the process. Help with an employment relations problem is available from within the workplace (employee manager) or outside the workplace (Ministry of Business, Innovation and Employment 0800 800 863), or a NZNO, an advocate or a lawyer.

(b) If the matter is unresolved either party is entitled to seek mediation from the Labour Department 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.)

(c) If the employment relationship problem is a personal grievance, the employee 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 the notice of the employee, whichever is the latter.

(d) 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.

(e) 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.

### **34. No Pass On Provision**

34.1. The employer parties to this collective agreement agree not to pass on automatically to non-NZNO members terms or conditions that are the same or substantially the same as those contained in this collective agreement.

34.2. This means that the employer and non-NZNO members shall individually negotiate their terms and conditions of employment.

**Signatories**



---

**NZCR (OpCo)**

**Paul Gianotti**  
Chief Operating Officer

**7/10/2024**  
Dated



---

**NZNO**

**Andy Hipkiss**  
NZNO Industrial Advisor

---

**Dated 18/10/2024**