DHB-PSA Bargaining – Factsheet 1



**BACKGROUND**

T h i s i n f o r m a t i o n i s t o h e l p m a n a g e r s   
u n d e r s t a n d t h e i s s u e s that have arisen i n PSA

b a r g a i n i n g .

M a n a g e r s s h o u l d n o t   
d i r e c t l y a p p r o a c h Employees w h o a r e PSA   
m e m b e r s a b o u t m a t t e r s   
r e l a t e d t o b a r g a i n i n g .

**F u r t h e r i n F o r m a t i o n**

If you need more information, please first contact your GMHR or ER Manager.

T h i s i n f o r m a t i o n s h e e t i s a u t h o r i s e d b y t h e D H B s ’ E m p l o y m e n t R e l a t i o n s S t r a t e g y G r o u p o n b e h a l f o f t h e 2 0 D H B s .

DHBs are currently in bargaining with the PSA for the renewal of seven Multi-Employer Collective Agreements (MECAs).

This bargaining has been ongoing for between 1 and 12 months.

***ALLIED, PUBLIC HEALTH & TECHNICAL***

The Allied, Public Health and Technical MECAs cover a very broad range of occupations involved in both direct provision of patient services and in support of other health professionals.

The “Rest of New Zealand” & Auckland Region Allied MECAs cover more than 10,000 DHB staff with an annual payroll of $561m.

These MECAs expired on 30 April 2014 and bargaining has been underway since March.

***MENTAL & PUBLIC HEALTH NURSING***

PSA Nursing covers Nurses and Assistants who mainly work in Mental and Public Health services.

The “Rest of New Zealand” & Auckland Region Nursing MECAs cover more than 3,000 DHB staff with an annual payroll of $211m.

The two MECAs expired on 30 April and 30 June 2014 respectively and bargaining has been underway since March.

***MIDLANDS, LOWER NORTH ISLAND & SOUTH ISLAND CLERICAL***

Three PSA Clerical MECAs cover clerical and administrative staff in the Midlands, Lower North Island and South Island DHBs.

These three MECAs cover more than 5,000 DHB staff with an annual payroll $180m

The South Island MECA expired in September 2013. Bargaining has been underway since then.

The Lower North Island MECA expired in December 2013 and bargaining has been

underway since November 2013.

The Midlands MECA expired on 30 June 2014. Bargaining has been underway for nearly a month-and-a-half.

**PREVIOUS SETTLEMENTS**

The previous PSA MECAs were settled through a centralised bargaining process in 2012 which provided a 2% lump sum payment followed by a 2.5% increase to salary rates for the second year of a two-year term.

**CURRENT OFFERS TO THE PSA**

The PSA Nursing and Allied staff have been offered in bargaining, a 1.5% increase for a term of around two years, along with a range of other minor changes to the current documents.

The DHB offers in clerical bargaining address a broader range of DHB and Union issues, and include other non-wage conditions such as introducing Long Service Leave.

There are no DHB claims to reduce or trade-off existing terms of employment.

**OTHER RECENT DHB SETTLEMENTS**

DHBs have reached recent settlement with a broad range of other groups of employees:

* APEX Medical Radiation Technologists, Clinical Psychologists and Medical Physicists – a 1.5% increase for a term of around 2 years.
* Medical Laboratory Workers Union – a 1.5% increase for a term of just over 24 months.

The Service & Food Workers Union national MECA and nearly 30 local collective agreements have also settled in recent months, within the DHBs parameters.

The DHBs have indicated they are willing to attend mediation to progress bargaining in each set of negotiations.

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