



Auckland Office

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1st September 2020

Chief Executive
Auckland District Health Board
Private Bag 92189
AUCKLAND 1142

Chief Executive
Counties Manukau District Health Board
Private Bag 94052
MANUKUA 2240

Chief Executive
Waitemata District Health Board
Private Bag 93503
TAKAPUNA 0622

INITIATION OF BARGAINING AND NOTIFICATION OF RATIFICATION PROCEDURE

Please find attached a Notice of Initiation of Bargaining for the Auckland Region District Health Boards Public Service Association Te Pūkenga Here Tikanga Mahi, Allied, Public Health and Technical Multi Employer Collective Agreement.

In accordance with section 51 of the Employment Relations Act 2000, we advise that our procedure for ratification of this new MECA is as follows:

Step 1: Notification of the dates and venues for PSA member meetings within the DHB;

Step 2: Presentation of the proposed MECA to each meeting;

Step 3: A secret ballot of members;

Step 4: The votes counted, with the new MECA approved if 50% + 1 of members who vote, vote in favour of the new MECA;

If you have any questions or concerns, please do not hesitate to contact us.

Ka tū tahi tātou.

Kind regards

A handwritten signature in black ink, appearing to read "Andrew Skelly", written over a horizontal line.

Andrew Skelly

Union Organiser PSA

Mobile : 027 600 8592

Email : andrew.skelly@psa.org.nz

NOTICE OF INITIATION OF BARGAINING FOR A MULTI EMPLOYER COLLECTIVE AGREEMENT.

To: Auckland District Health Board,
Counties Manukau District Health Board &
Waitemata District Health Board.

From: The New Zealand Public Service Association: Te Pukenga Here
Tikanga Mahi Incorporated ("PSA")

The intended parties to the collective agreement are the PSA and Auckland District Health Board, Counties Manukau District Health Board and Waitemata District Health Board.

The intended coverage of the collective agreement is:

"All employees who are employed by the DHB party to this MECA in the following services and professions:

1.1.1 Public Health

Public health professionals provide services for the purpose of improving, promoting, or protecting public health including preventing population-wide disease, disability, or injury; through-

- a) Health Protection Services, which include regulatory functions; and
- b) Health promotion services.

1.1.2 Technical/Scientific (including Food Supervisors, Hyperbaric Technicians & Vision Hearing Testers/ Technicians)

A range of technical or scientific positions that either:

- a) Provide clinical support services to clinicians who provide direct patient care; or
- b) Provide direct patient care; or
- c) Provide public health services.

These positions can be supervised or non-supervised depending on the level of skill, education and qualification.

1.1.3 Health Assistant

A health assistant works under the direction and supervision of an allied health, public health, technical/scientific professional or dentist.

1.1.4 Allied Health

The allied health professions each have a distinct, specialised body of knowledge and skills, and actively work with people accessing health and disability services across a range of settings. In their practice, allied health professionals provide services and engage in activities that may include prevention, assessment/evaluation, identification/diagnosis, treatment, and rehabilitation/habilitation, promotion of health and wellbeing, education, research and health services management.

To be part of the allied health professional workforce, health professionals must be:

- a) Involved in direct patient contact providing patient treatment, intervention or assistance, assessment, patient management and education, working in primary, secondary and tertiary care settings;
- b) Tertiary trained undertaking recognised university degrees at undergraduate and/or graduate entry level;
- c) Required to obtain specific qualifications to either obtain (or be eligible for) professional registration to practice, or to join the relevant professional association and have a specific professional qualification recognised by NZQA;
- d) Allied to each other and the medical, nursing/midwifery and technical/scientific professions, working together as part of multidisciplinary or inter-professional teams to achieve best practice outcomes for the client across the primary, secondary and tertiary health sectors; and
- e) 'Allied' with clients, the client's family/whanau and other carers, and with the community in order to achieve best outcomes for the client.

The parties recognise that historically, allied health professions have not always required a university degree as an entry point to the profession. This coverage clause is not intended to exclude employees who:

- a) do not hold a university degree but who have achieved registration with their regulatory authority; or
- b) hold a position for which the current requirement is to have a university degree and/or registration but who does not hold that university degree.
- c) are involved in the training and development of other Allied Health Clinicians (e.g. Educators) but who do not directly provide patient care as part of that role.

For avoidance of doubt, the broad category of Allied includes employees employed as Psychologists in the prevention, assessment, diagnosis, intervention and treatment of children, adolescents, adults and families (and paid on salary scales 5.5).

1.1.5 Alcohol & Other Drug Clinicians

A health professional whose role is to provide assessment and intervention for those experiencing harm related to the use of alcohol & other drugs and those concerned about another person's use.

1.1.6 Hauora Maori Workers, Health & Clinical Support Workers:

A range of positions that work in mental, physical and public health services. These positions may have some, or a combination, of the following elements:

- a) A strong cultural element
- b) Co-ordination
- c) Clinical Support
- d) Assessment
- e) Advisory
- f) Educating
- g) Counselling
- h) Facilitating

1.1.7 Allied Health/ Public Health/ Technical Management Positions
Management positions will only be covered by this MECA if they meet the specific criteria outlined in Clause 5.6.

1.1.8 Any other employees substantially employed in one of the above positions who may from time to time use an alternative title.

1.1.9 Nothing in the above coverage clause shall act to exclude any employee who is a member of the PSA and was covered by the regional MECA that preceded this Agreement nor shall it act to include any employee whose position was explicitly excluded from coverage of the regional MECA that preceded this Agreement unless the PSA and the DHB concerned specifically agree otherwise."

1.1.10 Genetic Counsellors are excluded from coverage under this MECA.

1.1.11 Dental Assistants employed by the ADHB Greenlane Hospital and Middlemore Hospital are excluded from coverage under this MECA.

1.1.12 The parties agree that, where new or emerging roles are identified that either consider are within the general ambit of coverage of this Agreement, but not specifically listed above or in Appendix K, they shall work together to determine the appropriateness of coverage by the Agreement and, if so, the salary scale(s) that should apply. Any outcomes shall be recorded by way of formal variation to this Agreement or through formal exchange of letter or memorandum.

Signed by:

Andrew Skelly
Representative of the PSA.

A handwritten signature in black ink, appearing to read "AS", with a long horizontal line extending to the right.

Date: 1, September, 2020

The contact details for the PSA are as follows:

Postal: PSA House, 11 Aurora Terrace, Wellington
Phone: 0508 367 772
Mobile 027 600 8592
Email: andrew.skelly@psa.org.nz

Kind regards

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Andrew Skelly

Union Organiser PSA

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