



CORPORATE OFFICE

Level 1
32 Oxford Terrace
Christchurch Central
CHRISTCHURCH 8011

Telephone: 0064 3 364 4160
Fax: 0064 3 364 4165
carolyn.gullery@cdhb.health.nz

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9(2)(a)

RE Official information request CDHB 10344 and WCDHB 9442

I refer to your email dated 19 May 2020 to TAS which they subsequently transferred to us on 29 June 2020 requesting information under the Official Information Act from Canterbury DHB and West Coast DHB. Specifically:

- To provide the “Letter of Understanding” between the District Health Boards (the DHBs) and the Public Service Association (the PSA) regarding an increase of penal rates for PSA members, effective 13 April 2020.

Please refer to **Appendix 1** (attached) for the “Letter of Understanding” between the Canterbury DHB, the West Coast DHB and the Public Service Association (the PSA) regarding an increase of penal rates for PSA members, effective 13 April 2020.

We have redacted information pursuant to section 9(2)(a) of the Official Information Act i.e. “...to protect the privacy of natural persons, including those deceased”.

I trust this satisfies your interest in this matter.

You may, under section 28(3) of the Official Information Act, seek a review of our decision to withhold information by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz; or Freephone 0800 802 602.

Please note that this response, or an edited version of this response, may be published on the Canterbury DHB and West Coast DHB websites after your receipt of this response.

Yours sincerely

Carolyn Gullery

Executive Director

Planning, Funding & Decision Support

LETTER OF UNDERSTANDING – WEEKEND PENAL RATES FOR LABORATORY STAFF – COVID-19 PANDEMIC

In recognition of the unprecedented pressures from the global coronavirus pandemic, and the impact these are having, and have the potential to have, on the expectations around Laboratory testing, the < > District Health Board (DHB) agrees to operate the following arrangements around the remuneration of ordinary weekend work by PSA members who are Laboratory Scientists, Technicians, Assistants, or Mortuary Technicians.

The purpose of these arrangements is to ensure employees working part of the ordinary hours (i.e. not overtime) on a weekend are paid no less than their colleagues.

1. The weekend penal rate payable in accordance with clause 2.2.3(a) of the PSA DHB 'Rest of New Zealand' Allied, Public Health & Technical MECA (the MECA) will be the greater of:
 - a. The current provision – time one half (T0.5) in addition to their ordinary hourly rate of pay; or
 - b. The equivalent total hourly payment the employee would receive if employed under the PSA DHB Auckland DHBs Allied, Public Health & Technical MECA (being either time half (T0.5) or time one (T1.0) after three hours, for all hours after midday Saturday, and all hours on Sunday in addition to the appropriate ordinary hourly rate of pay).
2. This arrangement will come into effect on 14 April 2020 and continue until the current MECA is replaced by a new agreement.

The relevant rates are set out in the Appendix to this letter.

Signed

< >

Chief Executive

< > District Health Board

9(2)(a)

National Health Organiser

NZ Public Service Association

REST OF NEW ZEALAND (COVERING <> DHB)
AUCKLAND REGION
Medical Laboratory Scientists

a) Designated and Staff Positions

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
15	\$106,289	\$50.95	\$76.43
14	\$102,576	\$49.17	\$73.76
13	\$98,861	\$47.39	\$71.09
12	\$95,148	\$45.61	\$68.42
11	\$91,434	\$43.83	\$65.75
10	\$87,721	\$42.05	\$63.08
9	\$84,008	\$40.27	\$60.41
8	\$80,292	\$38.49	\$57.74
7	\$75,842	\$36.36	\$54.54
6	\$71,793	\$34.42	\$51.63
5	\$69,012	\$33.08	\$49.62
4	\$65,695	\$31.49	\$47.24
3	\$62,673	\$30.04	\$45.06
2	\$60,281	\$28.90	\$43.35
1	\$56,123	\$26.90	\$40.35

Step	4-Nov-19	Hourly Week Penal Rate (incl)		Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
		Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday	
15	\$105,246	\$75.68	\$100.90	\$24.48
14	\$101,569	\$73.04	\$97.38	\$23.63
13	\$97,892	\$70.40	\$93.86	\$22.78
12	\$94,215	\$67.76	\$90.34	\$21.93
11	\$90,536	\$65.10	\$86.80	\$21.06
10	\$86,863	\$62.46	\$83.28	\$20.21
9	\$83,183	\$59.82	\$79.76	\$19.36
8	\$79,504	\$57.17	\$76.22	\$18.49
7	\$75,099	\$54.00	\$72.00	\$17.46
6	\$71,090	\$51.12	\$68.16	\$16.53
5	\$68,334	\$49.14	\$65.52	\$15.90
4	\$65,050	\$46.77	\$62.36	\$15.13
3	\$62,059	\$44.63	\$59.50	\$14.44
2	\$59,690	\$42.92	\$57.22	\$13.87
1	\$55,573	\$39.96	\$53.28	\$12.93

a) Medical Laboratory Scientist – Interns

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
MLS Intern	\$50,637	\$24.27	\$36.41

Step	4-Nov-19	Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday	Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
MLS Intern	\$50,140	\$36.06	\$48.08	\$11.67

REST OF NEW ZEALAND (COVERING <> DHB)**AUCKLAND REGION**

Medical Laboratory Technicians, Phlebotomists and Qualified Specimen Services Technicians

a) Supervising Medical Laboratory Technician

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
3	\$64,102	\$30.73	\$46.10
2	\$61,854	\$29.65	\$44.48
1	\$59,883	\$28.71	\$43.07

Step	4-Nov-19	Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday
3	\$64,102	\$46.10	\$61.46
2	\$61,854	\$44.48	\$59.30
1	\$59,883	\$43.07	\$57.42

Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
\$15.36
\$14.82
\$14.35

b) Medical Laboratory Technician

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
5	\$60,281	\$28.90	\$43.35
4	\$56,123	\$26.90	\$40.35
3	\$54,044	\$25.91	\$38.87
2	\$49,890	\$23.92	\$35.88
1	\$46,560	\$22.32	\$33.48

Step	4-Nov-19	Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday
5	\$59,690	\$42.92	\$57.22
4	\$55,573	\$39.96	\$53.28
3	\$53,514	\$38.48	\$51.30
2	\$49,400	\$35.52	\$47.36
1	\$46,105	\$33.15	\$44.20

Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
\$13.87
\$12.93
\$12.43
\$11.48
\$10.72

c) Assistant/Trainee Medical Laboratory Technicians, Assistant/Trainee Phlebotomists and Assistant/Trainee Specimen Services Technicians

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
4	\$49,890	\$23.92	\$35.88
3	\$46,560	\$22.32	\$33.48
2	\$43,236	\$20.73	\$31.10
1	\$39,908	\$19.13	\$28.70

Step	4-Nov-19	Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday
4	\$49,400	\$35.52	\$47.36
3	\$46,105	\$33.15	\$44.20
2	\$42,812	\$30.78	\$41.04
1	\$39,908	\$28.70	\$38.26

Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
\$11.48
\$10.72
\$9.94
\$9.56

REST OF NEW ZEALAND (COVERING <> DHB)**Mortuary Technicians****a) Supervising Medical Laboratory Technician (Mortuary)**

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
3	\$73,579	\$35.27	\$52.91
2	\$70,233	\$33.67	\$50.51
1	\$66,961	\$32.10	\$48.15

b) Mortuary Technicians

Step	4-Nov-19	Ord. Hourly Rate	Hourly Weekend Penal Rate (incl)
8	\$67,402	\$32.31	\$48.47
7	\$65,009	\$31.16	\$46.74
6	\$62,569	\$29.99	\$44.99
5	\$60,131	\$28.83	\$43.25
4	\$57,672	\$27.65	\$41.48
3	\$54,258	\$26.01	\$39.02
2	\$51,342	\$24.61	\$36.92
1	\$48,617	\$23.31	\$34.97

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Step	4-Nov-19	Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday
3	\$73,579	\$52.91	\$70.54
2	\$70,233	\$50.51	\$67.34
1	\$66,961	\$48.15	\$64.20

Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
\$17.63
\$16.83
\$16.05

Step	4-Nov-19	Sat am. (first 3 hrs)	Sat am after 3 hrs; Sat pm, and Sunday
8	\$66,741	\$47.99	\$63.98
7	\$64,371	\$46.29	\$61.72
6	\$61,956	\$44.55	\$59.40
5	\$59,542	\$42.81	\$57.08
4	\$57,106	\$41.07	\$54.76
3	\$53,725	\$38.64	\$51.52
2	\$50,840	\$36.56	\$48.74
1	\$48,140	\$34.62	\$46.16

Hourly margin Sat am after 3 hrs; Sat pm, and Sunday
\$15.51
\$14.98
\$14.41
\$13.83
\$13.28
\$12.50
\$11.82
\$11.19