

Radius Residential Care Limited
The New Zealand Nurses Organisation and Etu
Terms of Settlement (CA Expired 5 August 2020) – Dated 26 November 2020
Subject to ratification

Clause 3. Term of Agreement

This agreement shall come into effect on the 6th day of August 2020 and expire on the 5th day of August 2021.

Clause 7. Hours of Work

- g. Delete last sentence
- h. Add new sentence to current clause as follows 'An employee may be requested to work outside their rostered hours and shall do so by mutual agreement.'

Clause 23. Sick Leave

b.i. Delete current agreement 23 b.i. and substitute 'A new employee will be entitled to six days paid sick leave from the date their employment commences.

NB: An current employee with less than 6 months shall have their entitlement increase to six days, less any sick leave already taken. Their anniversary date shall be 18 months from commencement of employment.

Clause 25. Domestic Violence

Add new paragraph as follows;

The employer must respond to an employee request as soon as possible and no later than seven days after receiving it.

Clause 26. Public Holidays

Delete current agreement clause e. and renumber remaining clauses.

Clause 35. Employee Protection – Vulnerable Employees

Amend title to include (Part 6A of the Employment Relations Act) after 'Vulnerable'.

Section 7. Clause 45 (settlement summary)

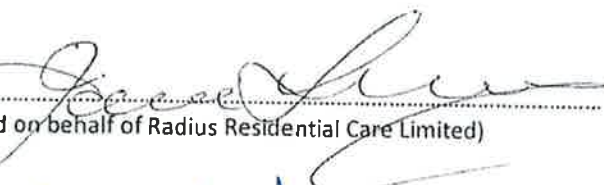
Delete summary.

Clause 45 & 46. Night and Weekend Rate; Wage Scales

Employer offer attached.

The rate adjustments shall have application to those employees who are union members from the date of ratification.

Signed:

Signed.......... Date: 26/11/20
(for and on behalf of Radius Residential Care Limited)

Signed.......... Date: 26/11/20
(for and on behalf of New Zealand Nurses Organisation)

Signed.......... Date: 26/11/20
(for and on behalf of Etu)

MUCA Rates - 6 August 2020 to 5 August 2021

MUCA Rates	From 6 Aug 2019 to 5 Aug 2020	From 6 August 2020
Registered Nurse		
Registered Nurse 1	\$27.69	\$28.52
Registered Nurse 2	\$28.69	\$29.55
Registered Nurse 3	\$29.86	\$30.75
Registered Nurse 4	\$30.17	\$31.07
Registered Nurse with InterRai**		
Registered Nurse 1 plus InterRai**	\$28.21	\$29.06
Registered Nurse 2 plus InterRai**	\$29.22	\$30.09
Registered Nurse 3 plus InterRai**	\$30.38	\$31.29
Registered Nurse 4 plus InterRai**	\$30.69	\$31.61
** InterRai Cert to be attached with employee form		
RN/New Graduate	\$23.94	\$24.66
		1-Apr-20 6-Aug-20
EN Rate 1	\$18.90	\$18.90
Rate 2	\$19.58	\$20.16
Rate 3	\$20.73	\$21.35
HCA & Activity Co-ordinators employed after 1 July 2017		
Level 0 - no qualification	\$20.50	\$21.50
NZHWB Level 2	\$21.50	\$23.00
NZHWB Level 3	\$23.00	\$25.00
NZHWB Level 4	\$25.50	\$27.00
HCA & Activity Co-ordinators employed before 1 July 2017		
Level 0 - no qualification < 3 years service	\$20.50	\$21.50
NZHWB Level 2, or 3+ to 8 years of service	\$21.50	\$23.00
NZHWB Level 3, or 8+ to 12 years service	\$23.00	\$25.00
NHWB Level 4a, 12+ years of service achieved after 1 July 2017	\$24.50	\$26.00
NZHWB Level 4b	\$25.50	\$27.00
Diversional Therapist		
NZHWB Level 4	\$25.50	\$27.00
Cleaner//Laundry		
	From 6 Aug 19	1 Apr 20 6-Aug-20
Rate 1 (> 1 year service)	\$17.70	\$18.90 \$19.47
Rate 2 (< 1 year service)	\$18.27	\$18.90 \$19.47
Senior Cook		
	\$20.18	\$20.79
Cook		
Rate 1	\$17.70	\$18.90 \$19.47
Rate 2	\$18.27	\$18.90 \$19.47
Rate 3	\$18.42	\$18.90 \$20.05 3% on rate 2
Kitchen Assistant		
Rate 1 (> 1 year service)	\$17.70	\$18.90 \$19.47
Rate 2 < 1 year service)	\$18.27	\$18.90 \$19.47
Night Shift		
	\$5.72	\$5.89
<i>(for hours worked between 23:00 & 7:00 per night Monday to Sunday inclusive)</i>		
Weekend Shift (8 Hours)		
	\$8.56	\$8.81
<i>An additional payment per day will be paid for Saturday and Sunday. Sunday night at 11pm.</i>		
<i>For the purpose of night shift workers, the weekend is considered to start on Friday 11pm and finish</i>		

Handwritten signature and note: \$19.47