

Hon Dr Ayesha Verrall

Minister of Health
Minister of Research, Science and Innovation



13 JUL 2023

E Rendle

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Tēnā koe

Your request for Official information, reference: HN200024747

Thank you for your email on 5 July 2023, asking for the following under the Official Information Act 1982 (the Act). Please find our response to each part of your request below.

"During an interview on News Hub published on the 3rd of June 2023, you stated "Since the Government came into power in 2017, a new graduate nurse's starting salary has gone up by 40.7 percent. A salary for registered nurses at the top of their scale has risen by 49.2 percent when you add together the pay equity increases and collective bargaining increases, according to Dr Verrall." (NewsHub, 2023)

Could you please provide the following information to prove the validity of your claims below:

- 1) since Labour came into government in 2017 a new graduate nurse's salary has gone up by 40.7%.*
- a) Please supply the following information*
 - i) New Graduate Registered Nurses' MECA hourly rate and annual salary as of Oct 2017."*

As of Oct 2017, New Graduate Registered Nurses' MECA hourly rate was \$23.70 and annual salary was \$49,449.

"ii) Current New Graduate Registered Nurses' MECA hourly rate and annual salary as of 3rd July 2023 (current paid rates, Not proposed)."

The current annual salary from Mar-22 is \$66,570 and the hourly rate is \$31.90.

Proposed pay equity salary (backdated to Mar-22) is \$69,566 and the hourly rate is \$33.35

"iii) Supply the percentage increase between the 2017 MECA rates and current paid rates."

On current rates the percentage increase is 35%. On proposed pay equity rates the increase is 40.7%.

"2) What is implied as a RN at the top of their scale"

In 2017 there were 5 steps in the Registered Nurse pay scale. In 2018 two additional steps were introduced to create greater earning potential for Registered Nurses. There are currently 7 steps in the Registered Nurse scale.

"a) Please supply the following information

(i) MECA Pay rate for a Registered Nurse "at the top of their scale" in Oct 2017 - (hourly and annual for 1FTE)."

The annual salary in Oct 2017 was \$66,755 and the hourly rate was \$32.00.

"(ii) State what pay step you are describing in 2.a.i and what the 2023 equivalent step is (example - if stating step 5 is top of scale in 2017, step five is the same pay bracket for years' experience in 2023)."

Top step in 2017 was step 5 - \$66,755 annual salary.

Step 5 in 2023 current pay rates - \$89,868.

Step 5 in 2023 proposed pay rates - \$93,912.

"(iii) Registered Nurses' current pay rate in 2023 at the step described in the quote above (the step equivalent to the top step in 2017 e.g. same years' experience)."

Top step in 2017 was step 5 - \$66,755 annual salary.

Step 5 in 2023 current pay rates - \$89,868.

Step 5 in 2023 proposed pay rates - \$93,912.

"(iv) The percentage increased between the 2017 top rate (as described above) and it's 2023 equivalent step (same years' experience for step)."

Current pay rates (step 5) - 35%.

Proposed pay equity rates (step 5) – 40.7%.

"3) Please supply further information regarding

a) All Registered Nurses' MECA pay steps in 2017 - hourly and annual salaries."

Registered Nurse pay step	Annual pay rates 2017	Hourly rate 2017
Step 5	66,755	\$32.00
Step 4	60,081	\$28.80
Step 3	56,865	\$27.26
Step 2	53,528	\$25.66
Step 1	49,449	\$23.70

"b) Current Registered Nurses' MECA pay steps in 3 July 2023 – current paid rates."

Registered Nurse pay step	Current Rates (March 2022)
Step 7	\$95,340
Step 6	\$92,563
Step 5	\$89,868
Step 4	\$80,883
Step 3	\$76,554
Step 2	\$72,061
Step 1	\$66,570

"c) Any information showing an increase in percentage between steps from 2017 and 2023 in RN MECA rates."

Registered Nurse steps	Jul 2016	Jun 2018	Aug 2018	May 2019	Aug 2019	May 2020	Sep 2021	Mar 2022	Proposed pay equity rates (effective Mar 2022)
Step 7						77,386	83,186	95,340	99,630
Step 6				72,944	75,132	75,132	80,932	92,563	96,728
Step 5	66,755	68,758	70,820	70,820	72,945	72,945	78,745	89,868	93,912
Step 4	60,081	61,883	63,740	63,740	65,652	65,652	71,452	80,883	84,523
Step 3	56,865	58,571	60,328	60,328	62,138	62,138	67,938	76,554	79,999
Step 2	53,528	55,134	56,788	56,788	58,491	58,491	64,291	72,061	75,304
Step 1	49,449	50,932	52,460	52,460	54,034	54,034	59,834	66,570	69,566

"If unable to provide the information above, please supply previous DHB (now Te Whatu Ora) NZNO MECA covering Oct 2017 - use to calculate percentage increases."

Please refer to the below link for the information requested:

<https://www.tewhatauora.govt.nz/whats-happening/what-to-expect/for-the-health-workforce/employment-relations/employment-agreements/>

How to get in touch

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

Nāku iti noa, nā

Hon Dr Ayesha Verrall
Minister of Health