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| 11th March 2019 | Tēnā koutou katoa |
| News | *This Bulletin is generally sent to individual contacts in an organization.  Please forward to staff in your organization who may the find the information useful.     Please don’t forward outside of your organisation, as that undermines the Association’s viability.* |
|   Transitional Funding | Transitional Support Funding FY 2018/19You should have received an email, on 4th March 2019, from the Ministry of Health Pay Equity Implementation Team. This allows you to apply for additional one-off funding for the 2018/19 year if you believe that your pay equity funding, made through the funding incorporated into contracts for that year, does not reflect the increase in actual care and support worker costs due to pay equity.The due date for your completed application is 15th March 2019. If you haven’t already done so, you are urged to give this your urgent attention.We believe there is some confusion as to the process given the short time frame for such an application. Please note that you only need to submit the application by 15th March giving the reasons for claiming transitional funding support; you are **not** required to have undertaken all the calculations necessary to quantify the claim at this stage. Following an application, you will receive a template from the Ministry of Health to enable you to quantify the claim that you have made. Undoubtedly, the major reason for the funding incorporated into contracts for 2018/19, not reflecting the actual pay equity costs for a particular organization, would result from the actual mix of tenure and qualification rates paid versus the ‘average projected’ tenure/qualification mix. Do think about any other impact that this ‘averaging’ may have impacted, including such issues as holiday pay accruals, and specify these within your ‘reasons for claiming transitional funding support’.  It is appreciated that there may be considerable work necessary to ascertain whether or not you are eligible for such a one-off payment; **if you are in doubt we would advise you to submit an application by 15th March 2019** and therefore be able to receive the template to undertake the calculations necessary to validate whether you have such an entitlement and the value of any such claim.  |
|   Funding Into Contracts | Pay Equity / IBT – Funding into ContractsThere appears to be confusion amongst some DHB’s as to the current status of funding into HCSS contracts of ‘Pay Equity’ and ‘IBT’ and the timing of any such changes.There is a commitment to incorporate Pay Equity funding into contracts as from 1 July 2019. A Joint HCSS Working Group (comprising MoH, DHB and Provider representatives) are meeting to identify and explore models to incorporate Pay Equity funding into these contracts. Please note that the methodology of this is yet to be decided.The Ministry of Health has also expressed a desire to also incorporate In-Between Travel funding into HCSS contracts. However, while this is also being discussed by the Joint HCSS Working Group, agreement has not been reached on this occurring, the timing of any such change, nor on any methodology.We are aware that some DHB’s have been speaking to Providers in regard to the incorporation of Pay Equity/IBT into renewal of current contracts. It is premature and inappropriate for such conversations to be taking place at this stage. Should it be raised by your DHB please refer them back to the Ministry of Health and let HCHA know to enable us to take the matter up.   |
|   Proposed Reforms to Industry Trainings | Proposed Reforms to Industry TrainingAs you will be aware, from media reports and other communications, the Government is proposing reforms to industry training. HCSS providers have differing interactions with Polytechnics, Careerforce ITO and PTE’s in effecting their training.Providers are encouraged to consider their circumstances in regard to training, in light of these proposals and to make a submission. The reforms are made up of three core proposals:1. Redefine the roles of education providers and industry training organisations (ITOs), and the creation of new Industry Skills Bodies (ISBs). Support of workplace training, and trainees/apprentices would be transferred from ITOs to the new national Institute (see proposal 2).
2. Merge the current 16 Institutes of Technology and Polytechnics (ITPs) into a single centralised entity – the New Zealand Institute of Skills & Technology.
3. Create a unified vocational education funding system to support the proposed changes.

For further information click on symbol below:appearsHCSS Provider concerns may include:1. The lack of employer consultation, leading up to this consultation.
2. Risk of significant disruption during a transition of the HCSS sector at a time when we are contractually obligated to increase training availability to employees.
3. Potential loss of training opportunities for a workforce that can be challenged both geographically and by the nature of the work that they undertake.
4. The lack of clarity as to how the proposed changes may impact on PTE’s.
5. That the proposal does not reflect the fundamental differences of "on-the-job" industry training and trainees relative to institutional based learning.
6. The likely loss of the health & wellbeing voice within a mega-institute
7. Potential cost impacts upon employers

For further information on having your say see:<https://conversation.education.govt.nz/conversations/reform-of-vocational-education/have-your-say/>  |
|   Nursing Wage Survey | Nursing WagesYou should have recently received a request to complete a short survey on Nursing wage rates. The purpose of this is to add to the data collected from last year’s nursing survey for the purposes of advocating for funding to the HCSS sector following the recent NZNO/DHB Nursing MECA settlement.In this survey you are asked for the average wage rates paid per hour for Registered Nurses and Enrolled Nurses within your organization. You are also asked for the number of FTE’s within each category within your organization. It is appreciated that you have previously provided FTE numbers in the last survey but to achieve an industry weighted average rate it is necessary to have certainty as to the numbers averaged in your wage rates.Please give this survey your attention and help us to attempt to help you in our discussions concerning nursing wage rate parity.  |