

# Opportunity for Nursing and Health Care Assistants

## Frequently Asked Questions

**Unite  
against  
COVID-19**

### What will my pay be?

You will be paid using the DHB and NZNO Multi-Employer Collective Agreement (MECA) which sets out pay rates, leave and pay for night shifts, weekend rates and public holidays.

### Are there any additional payments?

For those people (all nursing and HCA staff) who sign an employment agreement before 28 September 2020, the following additional payments (pro rata based on your FTE) will apply:

1. One off payment of \$750 gross in your first pay
2. Registered Nurses – if you work from 30 September to 30 January 2021 continuously, in early February 2021 you will receive a lump sum payment of \$1,500 gross.
3. Registered Nurses – if you work from 30 September to 30 March 2021 continuously, in early February 2021 you will receive a lump sum payment of \$1,000 gross in addition to the above payment.
4. Enrolled Nurse or Health Care Assistant – if you work from 30 September to 30 March 2021 continuously, in early April 2021 you will receive a lump sum payment of \$1,000 gross.
5. If at the end of your contract in the managed isolation or quarantine facility MIQF you are to immediately start working for a DHB, then you will be entitled to one week's paid special leave before returning to your role at the DHB. If you choose to extend your contract, then this entitlement will be honoured at the completion of your renewed contract.

### Will I continue to work in the MIQF where I have been?

Yes, we will do our best to maintain the facility allocation you have been working in. See below how to let us know your preferences.

### Can I indicate a preference of which MIQF to work in?

Yes, we are working with preferences of staff who have already been working in the MIQFs – however we are looking to ensure we have a safe skill mix across all MIQFs so you may be required to work between MIQFs as part of your roster. We will try to limit this to a cluster of three facilities. See contact details below for how to let us know your preferences.

### What are the shifts?

The shifts will predominantly be eight hours shifts over seven days – rostered in line with NZNO MECA requirements. If you are currently working in the MIFQ, we are not planning to

change the shift times. As we learn more about the operation, we might change the patterns but we will talk to you before making any changes.

### Will I be able to stay in the same teams and work with the same RNs I do now?

We are currently recruiting staff into DHB employment, and the ability to do this will be dependent on those people making applications. We will do our best to understand everyone's preferences and experience and make every effort to meet preferences in the context of needing to ensure we are providing safe care.

### Will my accommodation stay as it is?

If you currently have accommodation, the same arrangement will remain in place. See below how to let us know your situation.

If you travel greater than 70km, then you are eligible to apply for accommodation. Please talk to us when you receive an offer of employment about the details.

If your personal circumstances require that you live away from your home while working in the MIF or from time to time while working in the MIQF, then please talk to us when you receive an offer of employment about the details.

### Will I get a meal while working in the MIQF?

There are no planned changes to the existing arrangements where the facilities provide you with food while you are working there.

### Can I work elsewhere?

No, you cannot have another job. You must dedicate yourself to the work in the MIQF and work the number of shifts required to make sure you do not need other income.

### Can I come to training in the DHB?

No, as part of the dedicated workforce, your training and personal development will be conducted online and in other forums with others. We will provide your training at isolation facilities and the DHB is employing dedicated Nurse Educators to work with you in practice on your education and learning and development needs. E-Learning will be made available to you via an eLearning platform, and you will be required to complete modules before your orientation. You will be remunerated for this time upon evidence of successful course completion.

### Can I meet my nursing friends for coffee and other social activity?

Yes you can.

### Can I go to health care settings?

As part of the dedicated workforce, you should let people know that you work in a MIQF before entering and take precautions such as wearing a mask when you are there.

### Who will be my manager?

The DHB is employing a Clinical Nurse Director, Nurse Unit Managers and Charge Nurse Managers to lead the teams. They will be your day to day contact point.

### How much annual leave will I be entitled to?

As per your employment contract, you are entitled to four weeks annual leave, with an additional week special leave given at the end of your employment at the MIQFs, upon transfer to a role at the DHB (see above). You will be able to take annual leave as you accrue it.

### Who do I contact if I need to request continued or new accommodation or let you know about work location preferences?

Please contact Fleur Collins at [Fleur.Collins@middlemore.co.nz](mailto:Fleur.Collins@middlemore.co.nz) for any specific requests around work location, shift patterns and accommodation.