

## ECONOMIC WELFARE

### Changing Time

In response to a remit from the 1980 Conference a questionnaire about changing time was placed in the October edition of the Nursing Journal. The purpose of the questionnaire was to find out if nurses were in favour of the changing time provision, negotiated by the Association, being kept in the salary determination DG 21 for nurses employed by the State in general hospitals. The response to the questionnaire as at the end of November was then studied.

### Responses

Of those responding 64% indicated that they were allowed to wear their uniform to and from work and therefore the changing time provision did not affect them. 56% did not believe that it was reasonable to expect a nurse to change in and out of his/her uniform in his/her own time. 85% of the replies said there was no evidence that the implementation of changing time had caused patient care to suffer. No disruption to work patterns was indicated by 63% of those responding.

The analysis of the answers given would therefore indicate that nurses favour the present provision being retained. If any change was contemplated it would be that changing time be allowed outside the normal shift times as originally claimed by the Association.

### New Transport Allowance Rates

The following increased transport allowance rates will operate with effect from 1 January 1981

Shortest distance between employee's home and place of employment (one way)	Allowance payable per return trip
	\$
Up to and including 2km	nil
Over 2km and up to and including 4km	0.76
Over 4 km and up to and including 6km	1.11
Over 6 km and up to and including 8km	1.50
Over 8km and up to and including 10km	1.85
Over 10km and up to and including 12km	2.22
Over 12km and up to and including 14km	2.60
Over 14km and up to and including 16km	2.95
Over 16km	3.14

The Annual General Adjustment and those being paid on the Minimum Adult Rate (\$9616 from 10-11-80) or those earning less than \$9616 and aged over 20 years.

As a result of the Nurses' Association rejecting the Hospital Service Committee's offers on the Association's 1979/80 salary claim the Association is required to stand out of the Annual General Adjustment of 15.7% as from 10-11-80. Specific nurs-

ing salaries (those in Determination DG 21) will not be increased until the Hospital Service Tribunal has heard the Association's claim.

### The Minimum Adult Rate

This will however be increased by 15.7% from 10-11-80. This is because this allowance is prescribed in Determination DG 48 and the Nursing Determination DG 21 simply invokes DG 48. Determination DG 48 is not affected by the Association's decision to stand out of the Annual General Adjustment. Therefore those nurses being paid on the Minimum Adult Rate will receive the 15.7% increase as from 10-11-80.

The Minimum Adult Rate will be \$9616 a year or \$184.40 a week from 10-11-80.

### Other Implications

The effect of the minimum adult rate being increased but no increase being applied to specific nursing salaries affects some other nurses as well.

What will happen is that all nurses 20 years old or over who earn less than \$9616 as from 10-11-80 will be temporarily paid at the Minimum Adult Rate until the Association's claim has been heard by the Hospital Service Tribunal and new nursing salaries are determined.

A number of nurses, not presently on the minimum adult rate, will therefore be temporarily paid the minimum adult rate: specifically those nurses over 20 years who are:

1. 4th and 5th year Hospital Aids
2. Hospital Aid merit step
3. 4th, 5th and 6th year Karitane Nurses
4. Those on the maximum student nurse step
5. 2nd and 3rd year Enrolled Nurses.

### Size of Increase and Backpay

The increase in salary and the consequent backpay will vary. For example a 3rd year enrolled nurse will receive an interim increase of \$8.00 a week whereas a 4th year Hospital Aid will receive an increase of \$24.04 a week.

Those groups of nurses mentioned above will receive two smaller amounts of backpay. One, most likely in February or March to take account of the period from 10-11-80 and to take them up to the new Minimum Adult Rate, and another when the new nurses salaries are determined to make up the difference from the Minimum Adult Rate and their new substantive salary.

### Nurses Not Affected

Nurses other than those specified above will not be affected as:

1. Their present unincreased salary is in excess of the new Minimum Adult Rate (\$9616 a year) or
2. They are less than 20 years old and therefore do not qualify for the Minimum Adult Rate.

Those nurses who turn 20 years of age between 10-11-80 and whatever date the new nurses salaries are determined will be paid the new Minimum Adult Rate unless their substantive salary is more than this amount.

If you believe you are not receiving your correct salary as outlined above contact N.Z.N.A.