

Comparison between Offer #3 (May 2018) and Offer #4 (June 2018)

	Offer #3 May 2018	Offer #4 June 2018
Term (Previous MECA expiry 31 July 2017)	26 months from 4 June 2018 to 31 July 2020	26 months from 4 June 2018 to 31 July 2020
Remuneration – salary increases	3% from 4 June 2018 (plus a further 1% for designated senior nurses and midwives) 3% from 6 August 2018 3% from 5 August 2019	As per Offer #3 Plus: 3% for CN8 from 6 May 2019 3% on the top steps of all SN grades from 6 May 2019
Remuneration – scale changes	New Steps in the Registered Nurse/Midwife introduced of: <ul style="list-style-type: none"> • RN/M6 \$72,944 from 3 December 2018 (\$75,132 from August 2019) • RN/M7 \$77,386 from 2 December 2019 Remove Senior Nurse Grade 1 scale	New Steps in salary scales of: <ul style="list-style-type: none"> • RN/M6 -\$72,944 (\$75,132 from May 2019) • Enrolled Nurse 4 - \$55,385 (\$57,047 from May 2019) • Healthcare Assistant 5 - \$46,605 (\$48,003 from May 2019) • RN/M7 \$77,386 from 1 August 2020 Remove Senior Nurse Grade 1 scale
Remuneration – lump sum payment	A lump sum payment of \$2,000 pro-rated to FTE or hours worked) to be paid as soon as possible after ratification	As per offer #3
Allowances – Enrolled Nurses Professional Development Recognition Programme (PDRP)	Increased PDRP allowance for Enrolled Nurses from: Proficient: \$3,000 to \$3,500 Expert: \$4,000 to \$4,500 effective from 4 June 2018	As per offer #3
Allowance – On Call	Increase from \$4.04 and \$6.06 per hour to \$8 and \$10 per hour effective from 4 June 2018	As per offer #3
Pay equity	Commitment to work in partnership to complete a pay equity examination for all members covered by the MECA, including an agreed timeframe to complete the work and negotiate any findings from that joint work.	As per offer #3 Commitment to implement Pay Equity outcome from 31 December 2019
CCDM	Commitment, reflected in the MECA, to fully introduce the CCDM programme by June 2021. Including a collaborative framework for managing any acute staffing issues in the interim, and increased resources to the Safe Staffing Healthy Workplace Unit to support CCDM introduction. Government indicated support to assist in the implementation of CCDM of <ul style="list-style-type: none"> • \$38m (2% of nursing baseline) • 2 FTE per 600 nursing FTE 	As per offer #3