

Interim Agreement 5

BETWEEN The New Zealand College of Midwives Inc (the College)

AND The Ministry of Health (the Ministry)

Agreed heads of agreement

1. As part of Budget 2017, the Government has agreed to an increase of 6 per cent to all community LMC midwives' modules within section 88 from 1 July 2017. This is in addition to the 2.5 per cent payment in Interim Agreement 3 clause 4.
2. The co-design process as set out in the interim agreements shall continue. Priority shall be given to appointment of a mutually agreed external expert to undertake an exercise to job size and evaluate the role of community LMC midwives. This exercise will follow pay equity principles, including with regard to systemic and historic undervaluation of community LMC midwives. The Court affidavits on job evaluation and job sizing will be made available to the job evaluation expert. The findings of the job evaluation will be reported back by November 2017. The Ministry will prepare a bid for the 2018 Budget. That bid will reflect the findings of the co-design and job evaluation process.
3. In the event that a budget bid for 2018 arising from the co-design process is delayed, the parties will meet to agree an interim step.
4. The final co-design process will include an evaluation after one year from implementation, and will include a regular evaluation thereafter.
5. The Ministry shall enter into an agreement with the College to transfer currently unallocated MFYP funding to urgent urban relief and travel, antenatal travel and rural.
6. The Ministry will share the outcome decision about MCIS with the College, once it is made. The Ministry anticipates this will be in June 2017.
7. As a means to enhance the relationship, the Ministry and the College will work towards an MOU to support clinical and workforce advice being provided from the College to the Ministry.
8. If mediation under Interim Agreement 4 clause 6 does not resolve any dispute arising from this agreement, the parties shall resolve the matter via the

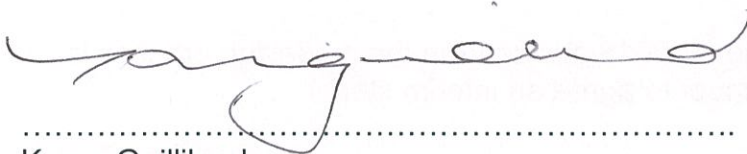
Human Rights Review Tribunal, if it has jurisdiction, or failing that any other forum either party sees fit.

9. The College agrees to discontinue the High Court proceeding by 24 May 2017 and each party agrees not to seek costs from the other.

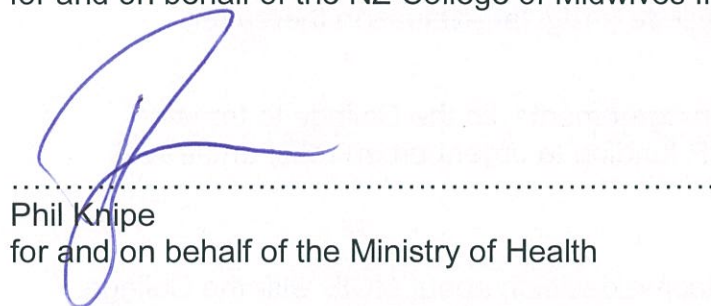
10. The terms of the settlement, including the existence of this Settlement Agreement, all matters discussed at the 16 May 2017 mediation meeting remain confidential until final settlement is agreed between the parties. Any information generated prior to settlement relating to the complaint, will remain confidential to the parties. The confidentiality obligations do not apply to any information whose use or disclosure is required by law.

11. This agreement is subject to the approval of the New Zealand College National Committee, to be attained by 19 May 2017. An agreed public statement will be issued following the Committee's decision and Budget 17 government announcements.

SIGNED at Wellington on the 16th day of May 2017.



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Karen Guilliland
for and on behalf of the NZ College of Midwives Inc



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Phil Kripe
for and on behalf of the Ministry of Health