

PHC MECA 2026 update

Bargaining started on 3 June. Your bargaining team put forward a new MECA built directly from what you told us matters most. Employers responded with a small pay offer and asked us to stay within the existing agreement. We rejected that. **You deserve better.**

Pay Parity	GP nurses are paid up to 10% less than their peers and for admin staff and nurse leads, that gap exceeds 20%. We're bargaining for pay rates that reflect what we actually do. When we are undervalued, it affects recruitment, retention, and ultimately the care our patients receive.
Healthy Nurses, Safer Patients	We work alongside sick and vulnerable people every day. When we're unwell and feel pressured to come in anyway, our patients are at risk — and so are we. We're bargaining for meaningful sick leave that accumulates over time, so we can recover properly before returning to care for others.
Nurse Practitioners	We're bargaining to bring NPs into MECA coverage with minimum pay rates that reflect their expertise.
Safe Workloads	Burnout is real, and it's growing. When workloads are unmanageable, we can't give patients the care they deserve — and we pay the price too. We're pushing for stronger workload protections and a clear escalation process that compels employers to act when staff are stretched too thin.
Recognition for Nurse Prescribers	Many of us have gone beyond our base scope of practice - gaining qualifications like nurse prescribing that expand the care we can offer patients. We're fighting for a prescribing allowance.
Actualising Te Tiriti	We know that culturally safe care makes a real difference to patient trust and health outcomes. We're pushing for MECA claims that support us to deliver care that truly meets the needs of our communities.



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Read the proposed MECA: nzno.org.nz



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