

## Proposed Terms of Settlement

8 August 2025

### Sexual Wellbeing Aotearoa – ASMS Collective Agreement

The following are the proposed terms of settlement, subject to ratification, reached between the Association of Salaried Medical Specialists and Sexual Wellbeing Aotearoa.

#### Term of the Agreement

The Agreement will come into effect on 1 July 2025 and expire on 30 June 2027.

#### Remuneration

All printed salary rates and personal salaries will be increased by 3% effective from 1 July 2025, with relevant backpay applying.

On 1 July 2026, a new, additional, top step will be added to both scales, \$4,000 higher than the previous top step. All members who don't move to the new top step of the relevant scale on 1 July 2026, and who are employed by Sexual Wellbeing Aotearoa and are members of ASMS, will receive a one-off lump sum payment of \$2,000 gross (pro-rated based on hours of work). This payment is subject to standard tax deductions, including PAYE, KiwiSaver contributions (where applicable) and any other required deductions.

New salary scales are attached in an appendix.

### Changes to the Collective Agreement

#### Family Planning to Sexual Wellbeing Aotearoa and update logo

Changing references to Family Planning to Sexual Wellbeing Aotearoa, throughout the agreement and making the following change to clause 2.1 to explain this.

#### 2.1 Parties

Change the current (a) (below):

- (a) The New Zealand Family Planning Association  
[hereinafter referred to as “the employer” or “New Zealand Family Planning Association”]

To:

- (a) The New Zealand Family Planning Association trading as Sexual Wellbeing Aotearoa [hereinafter referred to as “the employer” or “Sexual Wellbeing Aotearoa”]

### **Two Position Title Updates**

Throughout the agreement, remove references to regional/locality when referring to the Medical Lead.

9.1 (b) and 9.3 (b) Change “National Medical Advisor” to “Medical Director”.

### **8.3 Vocationally Registered Practitioner**

Changing the words “...hold a Diploma in Obstetrics and Gynaecology” to “...hold (a minimum of) a Certificate in Obstetrics and Gynaecology” to the clause:

Current clause (with words for changing highlighted):

Means any medical practitioner who is vocationally registered by the Medical Council under the Health Practitioners Competence Assurance Act with the New Zealand College of Sexual Health and Reproductive Health, the Royal Australian and New Zealand College of Obstetrics and Gynaecology or the Australasian Chapter of Sexual Health medicine and vocationally registered General Practitioners who also hold a Diploma in Obstetrics and Gynaecology.

Modified clause (with changed words highlighted):

Means any medical practitioner who is vocationally registered by the Medical Council under the Health Practitioners Competence Assurance Act with the New Zealand College of Sexual Health and Reproductive Health, the Royal Australian and New Zealand College of Obstetrics and Gynaecology or the Australasian Chapter of Sexual Health medicine and vocationally registered General Practitioners who also hold (a minimum of) a Certificate in Obstetrics and Gynaecology.

### **10 Work Related and Professional Expenses**

Adding the following two organisations to the list at 10.1:

- Abortion Providers Group Aotearoa New Zealand membership fee
- Australasian Menopause Society membership fee

### **8.2 Family Planning Doctor**

Correcting the name of the college by deleting the first instance of the word “Health” (and adding a capital ‘M’), as highlighted below:

“Means any medical practitioner who is registered by the Medical Council under the Health Practitioners Competence Assurance Act who is not vocationally registered with the New Zealand College of Sexual Health and Reproductive Health, the Royal Australian and New Zealand College of Obstetrics and Gynaecology or the Australasian Chapter of Sexual Health Medicine.”

## 9.2 Salary Progression

Change to (a) (iii) as detailed below:

Current clause:

Movement from the Doctors Scale to the Vocationally Registered Scale will not occur until completion of the Diploma of Sexual and Reproductive Health (or equivalent) and upon production of evidence of the successful completion of the requirements for the Vocational Registered Practitioner classification. (as per 8.3 above).

Proposed changes to the clause:

Movement from the Doctors Scale to the Vocationally Registered Scale will ~~not occur until completion of the Diploma of Sexual and Reproductive Health (or equivalent) and~~ upon production of evidence of the successful completion of the requirements for the Vocational Registered Practitioner classification. (as per 8.3 above).

Resulting clause (changes made):

Movement from the Doctors Scale to the Vocationally Registered Scale will occur upon production of evidence of the successful completion of the requirements for the Vocational Registered Practitioner classification. (as per 8.3 above).

## 12.1 Sick Leave

Current clause 12.1:

Employees shall be entitled to sick leave on full pay for time they would otherwise have worked according to the following scale:

After 3 months service	5 days
After 6 months service	5 days
On completion of each subsequent year of service	10 days

Modified clause 12.1:

From commencement of employment, employees shall be entitled to 10 days sick leave on full pay for time they would otherwise have worked, and on completion of each year of service they shall be entitled to another 10 days.

## Other matters agreed, outside the Collective Agreement

- 1 The parties agree to meet no later than 30 September 2025 to review the process for applying for CME, including the relevant forms for this process, with the aim of improving the process and making it as simple and clear as possible for members.
- 2 When the clauses in the Employment Relations Act 2000 relating to personal grievances are settled, the parties agree to work together to ensure that members are not disadvantaged by any change.
- 3 ASMS members at Sexual Wellbeing Aotearoa are seeking greater clarity around the current and future roles of doctors within the organisation. To support this, the employer agrees to hold a national online meeting with ASMS members during October 2025 to discuss the current and future role of doctors in the service.

**The negotiators for the parties agree that these are the proposed terms of settlement that will be submitted for ratification.**

Association of Salaried Medical Specialists

Sexual Wellbeing Aotearoa



Advocate: \_\_\_\_\_

Chief Executive: \_\_\_\_\_

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Industrial Officer

Date: 15/08/2025

Date: 13/8/25