



HEALTH IMPROVEMENT PRACTITIONER

**COLLECTIVE AGREEMENT
1 SEPTEMBER 2024 – 31 AUGUST 2025**

If you have any issues with this employment agreement including:

- hours of work
- salaries
- rosters
- annual leave
- public holidays
- sick leave
- bereavement leave
- parental leave
- health & safety
- any part of your working life

Contact your delegate or APEX

Phone	(09) 526 0280
Fax	(09) 579 6213
Email	ask@apex.org.nz
Website	www.apex.org.nz



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Health Improvement Practitioner

Collective Agreement

1 September 2024 to 31 August 2025

This agreement is made pursuant to the Employment Relations Act 2000

1. Parties

The parties to this collective agreement are the Association of Professional and Executive Employees (the union, or 'APEX') and Rotorua Area Primary Health Services Ltd (RAPHs) (the employer).

2. Good Faith

Both parties shall always deal with each other in good faith as part of the employment relationship.

3. Coverage

This collective agreement shall cover all employees employed as a Health Improvement Practitioner and employees substantially employed as a Health Improvement Practitioner, but who may from time to time use different titles.

4. Probationary Period

This agreement includes a probationary period of three (3) months to allow the employer to determine whether an employee is suited to the position. During the probationary period the employer will provide an employee with guidance, support and feedback on their suitability for the position.

During or at the end of this period either party may terminate this agreement by giving the other party, written notice, one weeks' notice of termination. If the employee remains employed at the end of the probationary period the employer may:

- a) Confirm the employee in the position; or
- b) Extend the probationary period for a reasonable period to allow the employer to assess further whether the employee is suited for the position.

For the avoidance of doubt, this clause does not prevent the employer terminating employment summarily if the employee engages in serious misconduct.

The employee has been given the opportunity to discuss this provision and has been advised of their right to seek independent advice.

5. Hours & Location of Work

The hours of work shall be 37.5 hours per week between the hours of 0730 and 1800 according to the team roster.

The location of work shall be RAPHs Office at 1165 Tutanekai Street, Koi Ora at 1185 Tutanakei St; and at general practices within the RAPHs network; or such alternative locations as may be required by the employer from time-to-time to support community outreach.

If the employee is unable to attend work or shall be late for work on any day, they personally shall advise their manager as soon as possible before their scheduled start time (and their practice manager, if applicable).

6. Meal Breaks and Rest Periods

The employee shall be provided with a 30-minute (60-minute by choice) unpaid lunch break and fifteen-minute paid rest periods for morning and afternoon tea.

The parties agree that the Employer (and/or the clinic that the employee is based at) may schedule meal breaks and rest periods at reasonable times so as to best meet client requirements. This may include breaks at staggered intervals and at differing times each day.

7. Salaries and wages

1 September 2024				
Step	Entry	Endorsed	Advanced	Recognition Step - High Performance
Criteria	Entry	Training Completion Building HIP Scope of Practice	Advanced HIP Te Pou sign off, or Recognition high practice development and performance	Recognition of expert proficiency And/or completion of additional relevant qualification(s)
Step 7	\$87,682	\$92,296	\$96,911	\$101,526
Step 6	\$85,226	\$89,712	\$94,198	\$98,683
Step 5	\$82,843	\$87,203	\$91,564	\$95,924
Step 4	\$74,900	\$78,842	\$82,784	\$86,726
Step 3	\$71,072	\$74,812	\$78,553	\$82,294
Step 2	\$67,099	\$70,631	\$74,162	\$77,694
Step 1	\$62,244	\$65,520	\$68,796	\$72,072

Employees shall be placed on a salary step in recognition of the years of experience post-qualification as a registered health practitioner.

Employees shall progress on the anniversary of their employment, or completion of training requirement/advanced HIP signoff (whichever occurs earlier) to the next step in the salary scale until they reach the maximum step.

Payments under this agreement will be made fortnightly on Friday by direct credit to the bank employees specified account.

Deductions will be made from an employee's salary only as authorised by the employee, or by statute, court order or by the provisions of this agreement after consultation.

Implementation Note: Translations onto the scale will occur as per the spreadsheet of translations provided to APEX by RAPHs on 12.12.24. Backdating will be paid from 1 September 2024. The parties intend to develop criteria for the Recognition steps through a working group which will look at all aspects of performance of the HIP service, with a view to improving patient contact numbers, reducing DNAs, and health outcomes for patients.

8. Kiwisaver

The KiwiSaver Act 2006 requires employers to automatically enrol all eligible employees into the overall KiwiSaver scheme.

Under the Act the Employer is required to provide all eligible new employees with a KiwiSaver information pack provided by IRD within 7 days of the employee starting the new employment.

The employer will make compulsory contributions to an eligible employee's KiwiSaver scheme as required, currently at a rate of 3%. The employee must decide how much their own contributions

will be (3%, 4% ,6%, 8% or 10%) and the employer will deduct this from their pay. If the employee does not specify this, the default rate is 3%.

The employer will treat wages, salary and other taxable payments payable to the employee as being exclusive of the KiwiSaver compulsory employer contributions.

The employee can opt out of KiwiSaver between 14 and 56 days after their first day of employment.

9. Reimbursements

The Employer will reimburse employees (on production of appropriate GST receipts) for all business-related expenses that are properly and reasonably incurred in the discharge of the employees duties; as long as expenditure is in line with the Employer's policy and delegation guidelines (e.g. pre and post expenditure approval by the appropriate manager and below set expenditure maximums).

Reimbursements will include the costs of an annual practicing certificate. Registration costs will be paid directly to the regulatory authority by RAPHs at the election of employee.

In respect of travel costs involving the Employee's vehicle, the Employer shall use the current IRD scale of motor vehicle rates.

10. Public Holidays

Unless agreed otherwise, the following days shall be observed as whole holidays in accordance with the Holidays Act 2003 where they fall on days that would otherwise be working days for you:

- New Year's Day
- The second day of January
- Waitangi Day
- Anzac Day
- Good Friday
- Easter Monday
- The birthday of the reigning sovereign
- Labour Day
- Anniversary day for the province
- Christmas Day
- Boxing Day
- Matariki

Where an employee is not required to work on any of the days specified above, it being a day that would otherwise be a working day, the employee shall be paid relevant daily pay for the day.

Where an employee is required to work, and it would otherwise have been a working day, an employee will be entitled to be paid as per the Holidays Act 2003 (which currently provides for time and a half and receive an alternative paid day off).

11. Annual leave

Employees shall be entitled to 4 weeks' annual leave per annum. Additional leave entitlement may apply, subject to the Employer's Policies and Procedures Manual (under Discretionary Benefits).

Annual leave shall be taken as agreed, except for in situations where the employer considers leave balance to be high – in which case the employer will attempt to agree a leave plan with the employee to reduce the balance to an acceptable level within an agreed time period. Should agreement not be reached, the employer retains the right to direct annual leave use; with the provision of not less than 14 days' notice.

Annual leave may be taken in advance, with the agreement of the employer, subject to a necessary refund if employment is terminated before the leave taken has accrued.

Cashing up of annual leave

At the employee's request, one week (either all together or over a period of time up to one week in total) can be cashed up for each entitlement year. An entitlement year is the period of 12 months continuous employment beginning on the anniversary of the employee's employment.

This is at the discretion of the employer at the time of the request.

12. Sick leave

On completion of six months current continuous service, employees shall be entitled to ten (10) days sick leave in accordance with the Holidays Act 2003 and its amendments. In each subsequent year of service, 10 days sick leave shall be accrued.

This leave is for use when the employee, partner, or someone who is dependent upon the employee for care is sick or injured. Sick leave that is not taken in any period of twelve months may be accumulated up to a maximum of thirty days.

Employees shall be paid sick days in accordance with the Holidays Act 2003 and its amendments. A medical certificate may be required by the employer for any absence(s); however if the Employer requires a medical certificate for an absence of less than three days it will be at the Employer's Expense.

13. Bereavement/Tangihanga Leave

Upon commencement of employment, employees shall be entitled to three days bereavement leave in the following circumstances:

- The employee's immediate family member dies (e.g. parents, child, partner or spouse, grandparents, grandchildren, brother, sister and parents-in-law)
- The employee has a miscarriage or stillbirth
- Another person has a miscarriage or stillbirth and the employee:
 - o is the person's partner
 - o is the person's former partner and would have been a biological parent of a child born as a result of the pregnancy
 - o had agreed to be the primary carer of a child born as a result of the pregnancy (e.g. through a formal adoption or a whangai arrangement)
 - o is the partner of a person who had agreed to be the primary carer of a child born as a result of the pregnancy.

One day's bereavement leave on pay will be allowed on the death of any other person if the employer accepts, having regard to the relevant factors below, where an employee has suffered a bereavement as a result of death of any other person. These factors include:

- The closeness of the association between the employee and the deceased person
- Whether the employee has to take significant responsibility for all or any of the arrangements for the ceremonies relating to the death.
- Any cultural responsibilities in relation to the death.

14. Family Violence Leave

Upon commencement of employment, employees will be entitled to family violence leave.

The Employee will be entitled to request flexible work arrangements for a period of up to two months in accordance with the Employment Relations Act 2000, subject to the Employee's eligibility under this Act.

The Employer's Family Violence Leave policy applies in relation to the aforementioned entitlements.

15. Parental Leave

The employee is entitled to parental leave within the provisions of the Parental Leave and Employment Protection Act 1987 and its amendments.

The employer's policies and procedures manual (discretionary benefits) outlines criteria for parental leave top-up, which will be offered to eligible employees subject to entitlement under the policy.

16. Jury service

Where the Employee is called for jury duty, the Employer shall continue the Employee's full pay for the duration of the jury service for days that would otherwise have been working days, and the Employee will pay to the Employer any jurors fees received by them for days they would otherwise have been working.

17. Professional development

The employer shall provide assessment and feedback on the employee's performance. The Employee agrees to participate fully in any formal performance appraisal programme that shall be conducted by the Employer. A formal appraisal of performance will be agreed on, or about, the 30th of June each year of employment for prior year or part thereof.

The employer recognises the value of training and development and will endeavour to support an employee's career progression on merit. Details of any training will be discussed between the employee and the Employer as part of an agreed annual development plan.

18. Supervision

The employer, in consultation with the professional advisor (or equivalent role) will ensure appropriate supervision is provided in relation to the employee's level of clinical specialisation and experience, developing specialist skills, dual relationships and supervisory needs.

Wherever possible, dual relationships should be avoided. The blurring of social and supervisory relationships may compromise the supervision. Overlap of line management and supervisory relationships may reduce the safety for the supervisee to acknowledge areas of difficulty.

When external supervision is necessary to meet the above needs, appropriate authorisation for payment must be sought in advance. Supervision relationships shall be subject to yearly reviews, and an employee has the right to seek a review of their supervision arrangements if not satisfied with them.

19. Health and Safety

The Employer shall take all practicable steps to ensure a safe and healthy work environment for all its Employees under the Health and Safety in Work Act 2015.

Employees agree to comply with all reasonable instructions regarding health and safety and will exercise reasonable care of their own safety and not cause any harm to others.

The Employee agrees to report to the Employer, as soon as reasonably practicable after the occurrence of an incident involving an accident, work related injuries, irresponsible conduct endangering the health and safety of the Employee or any other person.

The Employee agrees to inform the employer of any health condition or personal injury that may impact their ability to work and/or their health and safety in the workplace (or that of others), as soon as reasonably practicably possible after becoming aware of it.

The Employee agrees to use any safety equipment for the purpose it was provided to the Employee as required from time to time.

An Employee has the right to stop work, or refuse to carry out work, if they believe that doing that work would expose the Employee, or anyone else, to a serious risk to health or safety from an immediate or imminent hazard. The Employee must immediately inform the Employer that they have stopped work and make a reasonable effort to resolve the issue with the Employer.

The Employee agrees to comply with the Health and Safety Policies of the Employer, which includes keeping up to date any written list of hazards, Health and Safety rules, practical control instructions, procedures for monitoring and methods of training and supervision.

20. Drug and Alcohol Testing

Under the Health and Safety at Work Act 2015, the Employer has a legal duty to ensure the safety of employees whilst at work. This legal duty requires the Employer to take all practicable steps to provide a safe working environment.

Accordingly, the Employer reserves the right to require an employee to submit to random and / or reasonable cause and / or post-accident or incident testing for non-prescribed and/or illegal drugs, stimulants and alcohol.

Failure to attend the registered medical practitioner appointed by the Employer for such testing shall be treated as potential serious misconduct, as will the return of a positive test result.

If an employee returns an initial test result that is non-negative, they may be stood down on pay pending the test outcome of the split sample. If a positive test is confirmed, they may be stood down on pay pending the outcome of any potential disciplinary process. The return of a positive test result shall be treated as potential serious misconduct.

Where the employer considers it has reasonable cause to perform a search of an employee's personal effects as part of a wider concern in relation to an employee's use (or inappropriate possession) of drugs and/or alcohol; the employer will seek the employee's consent to a search. The employee may withhold such consent, however the employer may potentially draw inference from this.

21. Harassment and Bullying

No form of harassment (incl. sexual, racial), bullying or intimidation of any kind will be tolerated by the Employer. A formal investigation will be commenced upon a complaint being received and that investigation will result in disciplinary action being taken if allegations of harassment, intimidation or bullying are substantiated.

22. Secondary Employment

Employees must disclose and seek approval for any secondary employment from their direct supervisor or manager if it meets either of the following criteria:

- a. It is likely to interfere with the employee's performance of their duties (including potential fatigue risk associated with working additional hours beyond those with RAPHs);
- b. It poses a conflict of interest;

The employer will consider the request in good faith, based on the potential impact on the employee's performance and the interests of the organization; and approval will not unreasonably be withheld.

The employer reserves the right to review and revoke any previously granted approval for secondary employment if it is subsequently determined that the secondary employment is affecting the employee's performance or the interests of the business.

23. Policies and procedures

Employees are required to read and familiarise themselves with the company policies and to work in accordance with the policies.

The Employer may review and update policies at any time and will consult with staff before any changes are finalised.

Employees are required to read and familiarise yourself with the Health Information Privacy Code 1994, and any amendments, and to work in accordance with that code.

Suspension – Should an employee face an allegation of serious misconduct, or where an investigation is taking place that may result in a serious misconduct allegation, the employer may, following consultation with that employee, suspend them on pay whilst such a process(es) is completed. Consideration will be given to alternatives to suspension, where considered appropriate.

Smoking (including vaping) is not permitted anywhere in the workplace. Employees who breach this policy may be subject to disciplinary action or dismissal. The workplace includes toilets and vehicles.

Mobile phones will be issued to Employees who shall use them for business use only. If the Employee makes personal calls, the Employee agrees that all costs associated with the personal call may be deducted from the Employee's pay. Employees must abide by the Employer's Cell Phone Policy; and related policies.

Health insurance – the employer's policies and procedures manual (discretionary benefits) outlines eligibility for this.

24. Management of Change

The Employee acknowledges that from time to time the Employer may introduce new systems, policies, processes and technologies to meet organisational demands or to achieve greater efficiency. This could require the Employee to change the way they work and undertake reasonable training (including but not limited to completing documentation or new record keeping requirements) to comply with any workplace changes.

25. Employee Protection

In the event of a restructuring, as defined in the Employment Relations Amendment Act (No 2) 2004 (being the sale, transfer, or contracting out of all or part of our business), that may affect future employment, the Employer will:

- As soon as is reasonably practicable, taking into account the commercial requirements of the business, commence negotiations with the potential new employer concerning the impact of the restructuring on the positions covered by this agreement and agree on how those negotiations will be conducted.
- Negotiate with the potential new employer regarding:
 - whether or not it offers continued employment;
 - if so, the terms and conditions on which it proposes to offer employment; and
 - the proposed date for commencement of employment with the potential new employer.
- In the event an employee is not employed by the potential new employer for whatever reason, redundancy entitlements will be determined in accordance with the redundancy clause.

26. Redundancy

In the event of redundancy, the employee shall be entitled to four weeks' notice of their position being made redundant (note this is inclusive of, and not in addition to termination notice as referenced at the termination clause of this agreement).

The employer shall not be liable to pay redundancy compensation under any circumstances.

This includes any situation where the termination of your employment arises as a result of the sale or transfer of the whole or part of the employer's business if the person acquiring the business or part being sold or transferred has offered you employment in the business or part being sold or transferred and the conditions of employment offered to you by the person acquiring the business or the part of the business being sold or transferred are similar to, or more favourable than, those provided for by this agreement.

Should the business or any part of the business of the employer be sold and the purchaser of the business or that part of the business offers you employment on terms and conditions which are overall no less favourable than those contained in this agreement, you shall not be entitled to a period of notice of termination or payment in lieu of notice and the employer shall be entitled to terminate the employment immediately by notice.

27. Variations

This Collective Agreement may be varied during its term only by agreement of the Employer, the Union party to the agreement and the majority of union members affected by the variation. Such variations shall be in writing.

28. Disciplinary Process

There are three stages in the formal disciplinary procedure that will generally be imposed before dismissal (except for serious misconduct):

1. Written warning
2. Final written warning
3. Dismissal

Before any disciplinary sanction is imposed, the Employee will be advised of the specific allegation(s) and of the potential consequences should the allegation be upheld.

The Employee will also be advised that they are entitled to have a support person or representative at the formal investigation meeting.

During the meeting the Employee will be given an opportunity to respond to the allegation(s). The Employee's response and any mitigating circumstances will be considered before a decision is made.

If the Employer decides to issue a warning, this will be clear, formal and confirmed in writing. The Employee will be advised of any corrective action that is required and the consequence of continued or further instances of misconduct or substandard work performance.

Where misconduct or substandard work performance is considered serious enough, a final written warning or dismissal may be issued without a written warning preceding it.

All warnings are of general effect and will remain effective for a period of 12 months. If for any reason the Employer is required to impose a further disciplinary sanction within the effective period for any reason, the next stage of sanction will be imposed (written warning, final warning or dismissal) dependent on which stage has already been imposed. The warnings do not have to be for the same or similar reason.

29. Personal grievances, disputes and employment relationship problems

An "employment relationship problem" includes:

- (a) A personal grievance
- (b) A dispute
- (c) Any other problem relating to or arising out of the employment relationship.

Where an Employment Relationship Problem arises the parties will in the first instance seek to resolve it between the immediately affected parties. Further to this:

- a) The employee will be provided the opportunity to be represented by their union or other such support person of their choosing at any time during the resolution process.
- b) If the matter is unresolved either party is entitled to seek mediation from the MBIE Mediation Service or refer the matter to the Employment Relations Authority. (Both mediation and investigation by the Authority are services available for the resolution of employment relationship problems.)

A "personal grievance" means a claim that you:

- i) Have been unjustifiably dismissed; or
- ii) Have had your employment, or your conditions of employment, affected to your disadvantage by some unjustifiable action by the employer; or
- iii) Have been discriminated against in your employment; or

- iv) Have been sexually harassed in your employment; or
- v) Have been racially harassed in your employment; or
- vi) Have been subjected to duress in relation to union membership.

If the employment relationship problem is a personal grievance, you must raise the grievance with the Employer within a period of 90 days, beginning with the date on which the action alleged to amount to a personal grievance, occurred or came to your notice, whichever is the latter. There is also additional time available for raising a personal grievance under the Act, under particular circumstances (ERA Section 115). A personal grievance because of sexual harassment must be raised within 12 months.

Where any matter comes before the Authority for determination, the Authority must direct the matter to mediation in the first instance. Where mediation has failed or been deemed inappropriate in the circumstances, the Authority will then have the power to investigate the matter.

30. Abandonment of Employment

If an employee is absent from work for more than three consecutive days without the consent of, or notification to, the Employer they will be deemed to have abandoned their employment without notice, unless extenuating circumstances exist. The Employer shall make reasonable efforts to contact the employee during the period of absence before reaching any decision to terminate for abandonment.

31. Crisis / Emergency

In the event that some or all business operations are suspended due to a serious crisis or emergency (e.g. serious flood, serious fire, continued unavailability of electricity, Pandemic - e.g. SARS, bird flu, etc.) then all of an employee's employment or part of their employment may be suspended at the employer's discretion. In such a situation, either the employee and the employer may agree for the employee to take any alternative days and annual leave to which they are entitled, or the employee will take the time work is not available as leave without pay.

32. Termination of employment

Except as provided for in the Probationary Period clause, either party may terminate this agreement by giving one month's written notice to the other party. On receiving or giving notice of termination, the employer may, at its sole discretion, elect to pay salary [wages] in lieu of notice for all or any part of the notice period.

If the employee does not give the required notice, the employer may deduct from their final pay an amount corresponding to any demonstrated loss as a result of this.

If the parties agree to a variation of the notice period, this shall not be effective unless confirmed in writing and signed by both parties.

Nothing in this clause shall prevent summary dismissal for serious misconduct.

Prior to or upon the last date of employment, the Employee shall return to the Employer all information, material or property (including but not limited to data storage devices, printouts, manuals, reports, letters, memos, plans, diagrams, security cards, keys and laptop computers) either belonging to or the responsibility of the Employer and all copies of that material, which are in the Employee's possession or under their control.

33. Incapacity

Where circumstances arise that an Employee may be considered incapable of the proper performance of their duties under this employment agreement as a result of mental or physical incapacity or illness, the Employer shall take reasonable steps to:

- a) consult with the Employee (or if appropriate, the Employee's next of kin or medical practitioner);
- b) obtain informed medical opinion as to the Employee's ability/capacity to fulfil all the duties required of their role;
- c) require the Employee to undergo a medical assessment by a health professional or such other person as agreed between the parties to supply any medical or other information relevant to the Employee's employment

If as a result of mental or physical incapacity or illness, the Employee is unable in the opinion of the Employer, to fulfil their duties under this employment agreement, the Employer may terminate the Employee's employment by giving such notice to an Employee that the Employer deems appropriate in the circumstances (but no less than the termination 'notice period' outlined in this agreement).

34. Medical examination

If the Employer has reasonable grounds for concern that an Employee's health is affecting their safety at work, or the safety of others in the workplace, the Employer is entitled under the Health and Safety at Work Act 2015, to require the Employee to undergo a medical examination, at the Employer's cost, by a registered medical practitioner nominated by the Employer.

In particular, if a health or safety issue arises that requires RAPHs Ltd to monitor an employee's health to fulfil the Employer's responsibilities under the Health and Safety at Work Act, the employee will agree to such monitoring at the employer's expense. The Employer agrees to keep the results of the monitoring confidential, subject only to legal requirements.

The Employee also agrees that they can be required to undergo a medical assessment by a health professional or such other person as agreed between the parties by the Employer to supply any medical or other information relevant to the Employee's employment, if the Employee:

- a) displays high levels of absenteeism
- b) becomes ill, incapacitated or injured to the extent that medical incapacity is being contemplated by the employer; or where there is any indication of potential incapacity in the future;
- c) is observed to have any potential health or illness concerns (including those that may be, as yet, unclear/undiagnosed) impacting workplace performance or the health and safety of the Employee (and/or others):
- d) attracts a gradual process injury, illness, infection or disease;
- e) has close contact with an infectious disease; or;
- f) returns to work after any of the above.

35. Savings

Nothing in this agreement shall operate so as to reduce the salary or conditions of employment applying to any employee at the date of this agreement coming into force unless specifically varied by this collective agreement.

36. Term

This Agreement shall be deemed to have come into force on 1 September 2024 and shall continue in force until 31 August 2025.

37. Signatories

Dated: _____ day of _____ 2024

Signed:

AUTHORISED Representative of the
EMPLOYEE PARTY

AUTHORISED Representatives of the
EMPLOYER PARTY

.....
Dr Deborah Powell
National Secretary APEX

.....
Kirsten Stone
Chief Executive Officer RAPHs

What “else” does APEX do?

- We negotiate Health Improvement Practitioners’ **collective agreements** for employees in both the **public and private sectors**. And of course, we enforce those agreements ensuring our members do get their rightful entitlements.
- We give members **employment advice** generally. This includes around your employment rights under legislation and at common law as well as your collective agreements, pay and in relation to any disputes that could arise.
- We provide advice, support and action with respect to **health and safety**. This includes psychological risks (e.g. bullying), physiological risks (e.g. fatigue) and physical risks (e.g. temperature in workplaces, hazardous substances, lifting etc)
- We support over **300 delegates** in workplaces around NZ, providing them with training and access to professional advice whenever they need it. Our delegates are immediately available to you in the workplace and are a critical link between members and the professional advocates and staff employed by APEX.
- We produce **Journals and newsletters** to keep you up to date with what is happening within your world, the wider Allied Scientific and Technical Health Practitioners space and whole of health and industrial environments.
- APEX **monitors legislation and other policy drivers** to ensure you know what might be happening that could affect you, and to ensure you have the opportunity to have a say, if you wish.
- We provide a public face to the **media** not just in relation to industrial matters but also health policy, health and safety issues and so that we can promote the invaluable work you perform.
- We provide access to **indemnity insurance**.
- We maintain the provision of **Facebook and Website** facilities to keep us all in touch and provide ready access to information and resources.

And much more. For further information check out our website

www.apex.org.nz or [join us on Facebook](#).



**WE ARE HERE TO HELP!
CONTACT US**

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