



3 March 2026

**Dale Bramley**

**Chief Executive Officer**

**Health New Zealand Te Whatu Ora**

By email: [dale.bramley@tewhatauora.govt.nz](mailto:dale.bramley@tewhatauora.govt.nz)

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Dear Dale,

### **Initiation for bargaining of Collective Employment Agreement**

APEX hereby initiates bargaining for a collective agreement in accordance with section 42 of the Employment Relations Act 2000. The intended parties of the collective agreement are:

Union party: APEX

Employer parties: Health New Zealand Te Whatu Ora

The intended coverage of the collective agreement is:

*Directors, Associate Directors and Assistant Directors of Allied Health, General Managers, Group Managers, Operations Managers, Service Managers, Project Managers and Functional Managers with no Direct reports, and any employee substantially employed as one of the aforementioned titles, but whom may from time to time use a different title. Employees covered are employed by Health New Zealand Te Whatu Ora at Waitematā District.*

Exclusions:

- All clinical and managerial employees that fall under coverage of another APEX Health New Zealand Te Whatu Ora Agreement, including but not limited to Psychologists, and Medical Imaging Technologists.

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As per section 43 of the Employment Relations Act 2000, Health New Zealand is required to draw the attention of all employees whose work is covered by the intended coverage clause to this notice no later than 10 days after receipt.

Yours sincerely,

**Denise Tairua**

**Senior Advocate**

**Association of Professional and Executive Employee**

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