

Know your new MECA



Limits on hours for pregnant employees

We have negotiated an important new provision for pregnant employees in the new MECA which reflects our ongoing work to improve parental leave and conditions for pregnant staff.

Clause 28.5 – Limits on Hours for Pregnant Employees

Employees are entitled to reduce hours of work as follows: -

- (a) From 28 weeks of pregnancy (or earlier if considered medically appropriate by the employee's lead maternity carer) reduced after-hours on call work or if employed on shifts reduced evening and/or night shifts.
- (b) From 32 weeks of pregnancy (or earlier if considered medically appropriate by the employee's lead maternity carer) no days in excess of 8 hours per day.
- (c) From 36 weeks of pregnancy (or earlier if considered medically appropriate by the employee's lead maternity carer) no acute work.
- (d) DHBs will take appropriate steps to manage the impact of an employee's decision to reduce hours of work under this clause.

It's important to note that if you are pregnant:

- You are entitled to use the clause to reduce your hours and the DHB cannot refuse.
- If your lead maternity carer believes it is necessary on medical grounds for you to reduce your hours earlier, you are entitled to do so.
- It is up to DHBs to manage the impact of your reduced hours and this should have no bearing on your decision to access your entitlement.
- Choosing to reduce your hours may affect your pay – although other offsetting options might be available. If you have any questions or concerns about this, please contact your industrial officer.



TOI MATA HAUORA

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