Ministerial Direction pursuant to section 65A of the Healthy Futures (Pae Ora) Act 2022

1. Commencement

This direction is issued by the Minister of Health under section 65A of the Healthy Futures (Pae Ora) Act 2022.

This direction comes into force on 21 July 2026.

2. Interpretation

In this direction:

- **Commissioner** means the Public Service Commissioner.
- **Health NZ** means Health New Zealand.
- **Specified collective agreements** mean the collective employment agreements negotiated by Health NZ and listed in Appendix 1 of this direction.

3. Collective Bargaining – Approval and Participation

3.1 Specified collective agreements

In relation to the specified collective agreements in Appendix 1, Health NZ must:

- obtain the approval of the Commissioner for:
    - bargaining strategies;
    - draft offers; and
    - terms of settlement; and
- allow the Commissioner to participate in collective bargaining processes by –
    - providing the Commissioner with information reasonably necessary to facilitate informed involvement in collective bargaining; and
    - including the Commissioner in collective bargaining processes, including negotiations.

3.2 Role of Health NZ

Nothing in this direction removes or limits the role of Health NZ as the employer. Health NZ:

- remains responsible for leading day-to-day bargaining;
- retains responsibility for employment relationships and statutory obligations; and
- is responsible for funding workforce costs and collective agreement settlements.

This direction prevails over Health NZ's obligations under the Crown Entities (Consultation on Collective Employment Agreements) Order 2025 in relation to the specified collective agreements. Health NZ must continue to comply with the requirements of that Order in relation to all collective agreements that are not listed in Appendix 1 as specified collective agreements.

4. Governance and Oversight

Health NZ must ensure that:

- appropriate governance and oversight arrangements are maintained for collective bargaining, including participation in cross-agency oversight mechanisms; and
- there is regular engagement with the Public Service Commission throughout collective bargaining processes.

5. Implementation

Health NZ must:

- take all reasonable steps to implement this direction in a timely manner; and
- work with the Public Service Commission to give effect to the requirements of this direction, including any necessary transitional arrangements for bargaining processes already underway.

6. Review and Amendment

The Minister of Health may review and amend this direction at any time, following consultation with the Minister for the Public Service.

7. Issuing Authority

Issued by Hon. Simeon Brown, Minister of Health, in accordance with the Healthy Futures (Pae Ora) Act 2022.

Signature: _____

Date: 21-7-26

APPENDIX 1: Specified collective agreements

Union	Collective Agreement
New Zealand Nurses Organisation (NZNO)	Nursing & Midwifery
Nurses Society of New Zealand (NSNZ)	Nursing
Association of Salaried Medical Specialists (ASMS)	Senior Medical Officers
Public Service Association (PSA)	Allied Public Health, Scientific & Technical
Specialty Trainees of New Zealand (STONZ)	Resident Medical Officers
New Zealand Resident Doctors Association (NZRDA)	Resident Medical Officers
Public Service Association (PSA)	Public & Mental Health Nurses – Auckland
Public Service Association (PSA)	Public & Mental Health Nurses – Rest of NZ
Midwifery Employee Representation and Advisory Service (MERAS)	Midwifery