

PNZ 2024 Member Subscriptions

Questions and Answers

What are the subscription changes for 2024?

- There are a number of changes to PNZ member subscriptions for 2024, including new membership categories and an overall rate increase.
- *Full time Early Bird* membership for 2024 is \$719.10 – up 16% on last year. This price hasn't changed for ten years, during which time the cost of living has increased by almost 30% (rbnz.govt.nz).
- *Part time Early Bird* membership, for people working 11 to 30 hours per week, is \$395.51. Although 30 hours per week is 75% of what is generally considered full time work (40 hours), this has been kept closer to half the full time rate for 2024 and is scheduled to increase slightly each year towards 75% of the full time rate in 2028.
- A new *very low part time* membership rate has been introduced, for members wanting to stay in the profession but working 10 hours or less as a physiotherapist each week.
- There is a new *third year graduate* rate to further support members entering the profession.
- Rate changes have also been made to the *affiliate* (from 49% to 50% of the full time rate), *physiotherapy assistant* (from 14% to 25% of the full time rate), and *overseas* (from 22% to 25% of the full time rate) membership categories.
- Set each year by Special Interest Groups, one SIG has a rate change for 2024. This is the Oncology, Palliative Care and Lymphoedema (OPAL) SIG increasing rates from \$25 to \$30.
- All subscription categories and rates are available at pnz.org.nz.

Why are rates increasing?

- While rates have been maintained in recent years, like many organisations PNZ is facing rising costs and has experienced a deficit in 2022, we expect the same in 2023 and a negative budget for the next two financial years.
- This is the first time core rates have changed in a decade, during which time the cost of living has increased by almost 30% (rbnz.govt.nz, 28.3% Consumers Price Index increase from 2013 Q2 to 2023 Q2).
- Even so, the decision to increase rates has not been taken lightly and has come following an [independent review of subscriptions](#) which began in 2021 as part of our [PNZ Strategy 2021 – 2025](#) (under the strategic initiative of *A Healthy PNZ*).
- Having consulted members, at an October 2021 PNZ Leadership Day and through an online survey sent to the wider PNZ membership, an increase is now required to ensure we can continue our work for members, including being a leading voice in healthcare, particularly through the current health sector changes.

Why this amount?

- The increases have been forecast to help ensure PNZ can continue to deliver on our strategy for members.
- The 16% increase on Full time Early Bird membership also puts this at the same level as when rates were last changed ten years ago, as a proportion of average full-time earnings (0.9%).
- The average salary of full-time employees in the [2014 PNZ Remuneration Survey](#) was \$70,508 and Early Bird full-time membership was \$621. As a comparison, average full-time gross earnings in [this year's remuneration survey](#) are \$83,830 with Early Bird full-time membership for 2024 at \$719.
- This is the amount that the modelling showed a breakeven by June 2026. The PNZ Executive considered that in light of the projected deficits changes are now required.

Who determined these changes and why now?

- Part of [PNZ Strategy 2021 - 2025](#), determined with input from members, includes a review of our member subscription model (under the strategic initiative *A Healthy PNZ*).
- To address this an [independent review of subscriptions](#) commenced in 2021 with [Maven Consulting](#).
- Following member feedback at an October 2021 PNZ Leadership Day and through an online survey sent to the wider PNZ membership, a [Subscription Model Design Report](#) was accepted by the PNZ Executive in 2022.
- The PNZ Executive made the decision on subscription changes based on the financial position of PNZ, but did not increase subscriptions in 2022 to acknowledge the impact of COVID-19.

Has the ongoing impact of COVID and the cost of living been considered?

- Like many organisations PNZ is facing rising costs and has been experiencing negative budgets, including deficits over the last two years and forecast deficits for the coming two years. The PNZ Executive have been very conscious of the cost of living and have reluctantly come to a decision that we do have to increase subscriptions to get our finances in order over a reasonable time frame. The PNZ Executive also removed \$200k from the 2024 budget in an effort to reduce costs.
- A key reason why subscriptions are changing now is so that PNZ can continue to deliver our work for members through rising costs
- An [independent review of subscriptions](#) commenced in 2021 and a [Subscription Model Design Report](#) was accepted by the PNZ Executive in 2022. Subscriptions have remained unchanged until now to acknowledge the impact of COVID-19.

Will there be another increase in 2025?

- This is yet to be determined and will be a decision made by the PNZ Executive prior to 2025 subscription renewals.
- However, the modelling for PNZ to be at a breakeven budget by June 2026 assumes a 3% increase each year with a 1% growth in membership numbers.

What is the price of BMS insurance for 2024?

- Insurance will again be available for members through BMS for 2024. This includes BMS *Professional Indemnity Insurance* at \$199.05.
- *Public Liability Insurance and Public Liability Insurance* for 2024 is also available through BMS at \$311.34.
- Each year PNZ and BMS review the insurance inclusions and costs to ensure the cover offered remains competitively priced and provides comprehensive cover. Please ensure you read your renewal notice, Policy Wording and your Schedule for more information about cover.
- For more about BMS please visit their [PNZ member insurance website](#) and contact their team on 0800 999 267 or email pnz@bmsgroup.com.

How do I choose a membership category for 2024?

- There are a number of categories to choose from, including a new very low part time membership category for members working 10 hours or less per week as a physiotherapist, and a third year graduate category.
- As in previous years, members are asked to select the membership category that best matches their situation based on the category description.
- All subscription categories and rates are available at pnz.org.nz.
- Membership is for the calendar year (1 January to 31 December), with prorated membership available from 1 July (1 July to 30 September: 50% of the membership fee, and 1 October to 31 December: 25% of the membership fee).

Can I pay my PNZ membership by instalments?

- As in previous years, payment of individual PNZ membership for 2024 can be made by instalments upon application to pnz@physiotherapy.org.nz by 10 February 2024. This requires a deposit of \$50 with the remaining amount paid in four (4) equal monthly instalments. Please note this instalment option is only available for payment of individual full time or part time PNZ membership subscriptions. This does not include any Special Interest Group memberships or insurance, as these must be paid in full at the time of purchase.
- There are also subscription rates for members going on or returning from parental leave during the PNZ membership year, available at pnz.org.nz.
- Membership is for the calendar year (1 January to 31 December), with prorated membership available from 1 July (1 July to 30 September: 50% of the membership fee, and 1 October to 31 December: 25% of the membership fee).

Why is PNZ membership required for holders of some ACC contracts?

- This is a requirement across many of the ACC contracts, made by ACC, and not proposed by PNZ. This requirement is also applied to other health professionals working under ACC contracts.