



New Zealand Fire Service

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10 June 2015

Derek Best
Secretary
NZ Professional Firefighters Union
PO Box 38213
PETONE

Dear Derek

Terms of Settlement

The following matters constitute the terms of settlement relating to the renewal of the collective agreement between NZFS and the NZPFU. Attached is an updated collective agreement reflecting these for ratification by your members.

The changes to the collective agreement necessary to give effect to the agreements reached at the table are summarized as follows:

Term of the agreement

3 years from 1 July 2015 to 30 June 2018

Remuneration

Retention of the remuneration review system already provided for in the collective agreement, with further reviews during the term of the agreement in 2016, 2017 and 2018 accordingly.

Updated schedules to reflect the outcome of the remuneration review process are included in the agreement. There will be further remuneration reviews due in 2016, 2017, and 2018 prior to expiry of the new CEA.

The grand parented rates that no longer apply have been removed, leaving only two Tables 7B and 7C remaining.

The changes associated with the achievement of the required milestones of the ongoing Transition Agreement have also been incorporated where relevant.

Parts Three and Four

Payment of IFE allowance to eligible Part 3 and 4 workers by moving this allowance to the section relating to allowances payable to all eligible staff.

Payment of travel time for part 3 workers who elect to time bank overtime (i.e. to ensure the travel time is still paid for the shift that "earned" the time bank).

Clarification of the "change of shift" provisions in Part 3 - NZFS will take steps to ensure the application of these provisions is clear and consistent across all three ComCens and provide training and guidance to managers as required to ensure this.

We also confirm that Part 3 workers involved in the delivery of NZFS training courses will be extended the allowances and expenses normally payable to others delivering such courses.

Working Parties

Inclusion of the terms and conditions necessary to reflect the outcomes of the respective working parties carried out during the term of the collective agreement which expires on 30 June 2015, as endorsed by the respective bargaining teams.

This includes the alignment of the remuneration scales of Parts 3 and 4 of the collective agreement with operational roles, based on job size, with the associated clarification of progression criteria for such roles, and the outcomes of the working group in relation to the PCA. The progression criteria will be published with, and form part of, the respective job descriptions.

PCA Commitments

The parties confirm the following commitments made in bargaining in relation to the PCA.

A PCA practice within 6 months of the formal PCA is compulsory for all staff who are required to undertake the PCA. This is a timed, complete practice, but without recording of the result and without pass /fail criteria.

In the event that a PCA co-ordinator becomes concerned for the safety and well being of a person undertaking the PCA, it is their obligation to take steps to identify these concerns to the person and consider whether or not there is further escalation required. For every "formal PCA" there will be a local management representative present.

It is recommended that every person required to undertake the PCA shall also undertake a practice in the "off" year.

The parties will undertake a review of Gymnasiums and a stock take of equipment in them and will review the "fitness for purpose" of such equipment. NZFS will also take steps to ensure the provision of PCA equipment is sufficient to enable reasonable access to meet the requirements of the PCA.

Rewrite of the CEA

The parties intend to carry over the commitment to simplify collective agreement and will jointly undertake this work, including updating where necessary terminology that is now out of date.

For clarity, we have included the words "as a firefighter and trainee firefighter" to clause 2.1.3 as discussed; and updated the provisions of clause 1 and clause 2 in Part 2 of the agreement related to Training to reflect current terminology and practise.

Related Policies

The parties will continue to review and update relevant policies, including those printed with the collective agreement.

In addition, NZFS will provide an update for NZPF in relation to the ICT strategy recognising the importance and relevance of this for sustaining operational response readiness and communications.

The current policy in relation to the provision of spectacles will be reviewed to ensure its relevance and fitness for purpose having regards the costs associated with eye examinations and glasses. The purposes is to ensure staff are provided with an adequate contribution towards costs where eligibility exists in terms of the current policy, rather than any change in eligibility criteria.


Transition Agreement dated 10 September 2013

It is confirmed that the necessary milestones for May 2015 relating to the introduction of the new overtime rates have been deemed met to date.

The absence management policy will be released shortly with training and support in relation to its application being provided.

It is also intended that there will be a trial, or trials of the relieving shift in the year 2015/16, in locations to be agreed.

Yours faithfully

A handwritten signature in black ink, appearing to be 'Hamish More', written over a white background.

Hamish More
Director
People & Capability

Encl: Draft CEA; Progression criteria for Blackwatch and Comcens roles