

NEWSLETTER TO MEMBERS No 2- 26 JANUARY 2010

**COLLECTIVE AGREEMENT SETTLEMENT -
PAYMENT OF LUMP SUM, BACKPAY, NEW RATES**

The Union formally advised the Fire Service of the ratification of the Collective Agreement on 23 December 2009, and the Collective Agreement, with the necessary changes was signed by both parties on 19 January 2010.

The Fire Service, as agreed, will forward to all members an individual letter providing full details of the Lump Sum and Backpay calculations. Members should expect to receive this shortly.

In Newsletter No. 1 – 15 January 2010, the Union advised its position that the date given for the payment of Backpay and New Rates of 10 March 2010 is quite unacceptable.

Please find herewith a self-explanatory letter sent to the Fire Service on 22 January 2010.

Members will be advised of the response when received.

OPERATIONAL AUDIT – TIMARU

The Union was asked to provide a representative on an Operational Audit into the recent fire at a McCains premises in Timaru.

The Union was deeply concerned and outraged that one of the two Fire Service Representatives appointed by Rob Saunders the Transalpine Region Manager, was to be Mark Boere, Area Manager West Coast.

Mr. Boere was one of the two Transalpine Assistant Region Managers whose appointments the Union and the Chiefs' Society strongly objected to.

Mr. Boere, before that appointment, had nil Fire Service experience. He is to all intents and purposes, a civilian employee, and as such, is quite unqualified and lacks any experience to be part of an Operational Audit.

On becoming aware of this the Union's nominee immediately withdrew from any involvement with this Audit and the Union formally advised Rob Saunders that no members would cooperate with this Audit.

N.Z.P.F.U.

22 January 2010

Bill Butzbach
Acting Chief Executive/National Commander
N.Z. Fire Service
P.O. Box 2133
WELLINGTON 6140

Dear Bill,

The Union writes to formalize its position expressed in discussions with yourself and other Fire Service Managers regarding what the Union sees as the completely unacceptable delay in paying the new pay rates and associated back-pay arising out of the recent C.A. settlement.

The Fire Service was formally advised that the C.A. proposed settlement had been ratified on 23 December 2009.

The Union has been advised, although not in writing, that the Fire Service intends to make the payments on:

27 January for the 1.7% sum; and

10 March for the back-pay and the new rates applicable from 1 January 2010.

The Union notes that in order to calculate the 1.7% lump sum – which is based on total 2009 earnings – the 1.8% adjustment of wages and allowances from 1 January 2009 must be calculated first.

The Union sees the payment of the new rates applicable from 1 January 2010 as very easy – a simple 1.7% increase in all rates presently in the payroll system. The Union notes that in law, the wage rates and allowances applicable from 1 January 2010, are payable from that date.

The Union accepts that there will be some delay from what would normally be expected because of the Christmas/New Year period. However, not paying the rates applicable from 1 January 2010 until some 10 weeks after their effective date is unacceptable.

The Union notes that any employer paying wages and allowances at less than that provided in the relevant Collective Agreement can be liable for penalties.

The Union therefore seeks an assurance that the Fire Service will, by payday 10 February 2010, have paid the lump sum, back-pay and will be paying the new 1 January 2010 rates.

The Union requires this assurance by 5pm on 28 January 2010 and if not received by then, the Union will consider an appropriate legal remedy.

Yours sincerely,

DEREK BEST
SECRETARY