

OPERATIONAL FIREFIGHTERS JOB SHARE OPPORTUNITIES

12 month pilot

The NZPFU and NZFS both support flexible work arrangements and note that the current CEA provides several opportunities for this – i.e. time-banking, leave changes/exchanges, LWOP etc. Accordingly, the parties have agreed to explore the further option of job sharing for operational staff to enhance the existing opportunities to achieve work/life balance. Everyone has different ways to ensure a work-life balance and job sharing is one way in which the NZFS can provide such a work-life balance opportunity.

Job share arrangements are currently in place for staff covered by the CEA and include Communication Centre staff. Job sharing arrangements are also currently in place and working successfully elsewhere in the organisation.

The aim of the pilot is to trial job share in NZFS operational environment as outlined within the CEA and to determine its feasibility and iron out any complexities associated with providing job-sharing within the operational environment. This agreement is detailed in the CEA as follows:

“The Union and Employer agree to explore more flexible working arrangements that enable employees to achieve work/life balance and better meet their family commitments. The parties will meet to develop an agreed framework for job sharing. Job sharing will enable existing employees to elect to share a position for a fixed period under specific conditions and with the agreement of the Employer. Once the specific conditions surrounding this arrangement is agreed Job Sharing will be piloted in three Districts for a period of time agreed with the parties. Subject to a review of the pilots, the arrangement may be formalised into the Collective Employment Agreement”.

The Job Share pilot framework has been developed by a working party made up of members of management, NZPFU, Chiefs & Deputy Chiefs Society and Human Resources.

Applications are now sought for participants in the pilot of operational firefighter positions.

Applicants will require:

- The job share pilot is open to all operational fire fighters who hold the rank of QFF or above and are covered by the CEA.
- It is anticipated that the main reasons for applying would include the firefighters genuinely looking at a way to phase in retirement, care for another person, studying that will have a fire service benefit or returning from maternity leave. Other reasons maybe considered for the pilot. However before applying the applicants should consider if another option like Leave without pay or watch changes are more suited to their requirements.
- Interested participants must find their own job share partner. Both parties must be committed to undertaking the pilot for 12 months.
- Participants are able to suggest a 50/50 roster pattern split that will suit all parties but it must be a regular and consistent pattern.
- The participants of the job share must be within the same district.
- For the purposes of the pilot there will be 3 positions or 6 participants. The aim of the pilot is to assess the viability of job sharing for firefighters. For these

reasons the aim is to select participants from two metro and one provincial station who have the support of their managers to participate in the pilot.

If you are interested in finding out more about the job share pilot or for an application form click the link below.

Applications close on 5 September 2008