

## **Tauranga – Kawerau Fire District Amalgamation Document**



Grandfather Clause  
Protocols  
Station preference scheme

This document is prepared after consultation with representatives of New Zealand Professional Firefighters Union (NZPFU) National and Locals and representatives from New Zealand Fire Service (NZFS) Region and District. The parties agreed to the following points:

On 5 September 2007 the Group (NZPFU & NZFS) met and agreed the following (see minutes).

That HR Pol. 2.14 Transfers, Notification of Vacancies & Appointment Policy would be a controlling document

### **Grandfather Agreement**

- All personnel employed in the Tauranga – Kawerau District on 13<sup>th</sup> August 2007 will receive a Grandfather agreement.
- Each staff member to receive a letter stating which historic district they are grandfathered too and a copy of the Grandfather agreement.
- Personnel stationed in Kawerau as at 13/8/2007 will be grandfathered to the old Kawerau Fire District. Personnel stationed in Tauranga and Mount Maunganui will be grandfathered to the old Tauranga Fire District.
- Personnel may make a transfer between Tauranga and Kawerau (Historic Districts) and vice versa and retain their grandfather status.

If that transfer proves unsatisfactory the transferee may prior to 160 days of commencement of the transfer elect to return to his/her original district, when a vacancy arises and retain their Grandfather status.

- Personnel covered by this Grandfather agreement and apply for promotion (i.e. from SFF to Officer) within the new Tauranga – Kawerau Fire District and that position is out of their historic grandfather agreement, that person when the opportunity arises for them to return to their original district may do so and retain their Grandfather agreement.

## Protocols

- The traveling distance between Tauranga and Kawerau Stations is unreasonable, and staff will not be financially disadvantaged when traveling the long distance between stations.
- There will be no forced transfers.

### Mutual Transfers

- Transferring between stations in the historic Tauranga district – will have no effect on their Grandfathering.
- Personnel may make one mutual transfer between the historic districts and retain their Grandfather status.

### Traveling between historic districts, (Kawerau – Tauranga)

- Travel time (1.5 hours each way) while relieving or on overtime will be paid at T2.  
Personnel relieving between the historic districts as part of their rostered relieving circuit may be provided where possible an appropriate vehicle, or will receive the appropriate expenses for the use of their own vehicle.

### Station Management/ Structure

- SSO's and SO's of respective Stations retain existing purchasing rights.
- SSO Role: SSO's are to take on a supportive / co-ordination roll in the running of Kawerau. Mount Maunganui and Greerton Station. SSO's will report back to senior management on their district watch references.
- Autonomy for both historic Districts: The overall running of Stations day to day planning will remain the responsibility of the stations within the old historic boundaries.

### Relieving Posts.

- Firefighter Relievers: There will be one reliever per watch who will relieve at the three Tauranga Stations.
- The firefighter relieving posts in Kawerau will be integral within Kawerau Station. It was agreed that there would be capacity for relievers to relieve across both Tauranga and Kawerau. These post would be allocated to non Grandfathered staff at Kawerau. However it is agreed that grandfathered staff may be offered the opportunity on a voluntary basis.
- Officer relieving post: There will be 2 Officer relieving positions (SSO qualified), which will relieve both in Kawerau and Tauranga.



Appointments

- Vacancies will be advertised and filled internally within the greater Tauranga – Kawerau District first.
- When all Inter District transfers are satisfied then the vacancy is to be advertised in the Fire Service Gazette.
- External vacancies will be appointed inline with HR Pol. 2.14.

Recruit Placement

- As current practice all recruits will be informed before they commence their recruits course on which station they will be placed at within the Tauranga – Kawerau Fire District.
- They will also be made aware that if stationed in Kawerau there is a right of passage to other stations within the district.

Greerton Staffing

- All internal transfers where appropriate and possible are to be in place by the 3rd January 2008.

Station Preference Scheme

- It agreed that a Station Preference Scheme would need to be implemented, as this will enable people to be stationed where they desire to be.



19/12/07

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On behalf of NZFS

Derek Best  
Secretary  
On behalf of NZPFU



Date:

5/12/2007.