

Agreement Between New Zealand Professional Firefighters' Union  
and Fire and Emergency New Zealand

1. This agreement terminates and replaces the Tauranga Kawerau Amalgamation Document (TKAD) signed by the parties in December 2007.
2. Future of existing vacancies in Tauranga will be offered to the candidate at the top of the Kawerau preference list according to the Station Preference Scheme (SPS) as the date of signature.
3. The preference list and associated positions is attached.
4. The relevant employee may either "accept" or "decline" the offer referred to at paragraph 2. By declining the employee will permanently forfeit further transfer opportunities to any Tauranga stations.
5. An additional option to "skip" the transfer will be available for a period of five (5) years, allowing another candidate lower on the list to transfer.
6. After the five-year period, the "skip" option will be discontinued, leaving only "accept" or "decline" as the available choices.
7. The TKAD appointment model will be maintained for 5 years or until all personnel employed at Kawerau Fire Station named in the attached list have either transferred to Tauranga-based stations or declined such offers.
8. Standard contractual recruit placements will apply, with appropriate consideration given to the wait list.
9. The existing Station Preference Scheme will remain in effect for a period of 5 years or until all persons named in the schedule have either been appointed to a Tauranga-based station or has declined the opportunity.

10. Following this period, the existing Station Preference Scheme will be applicable solely to Tauranga Stations.
11. The parties acknowledge that the travelling distances within the Bay of Plenty District are extensive and impose additional burdens on staff traveling outside of group locations.
12. It is agreed that 0.5 hours of travel time shall be added to each trip (each way), in accordance with the current contractual travel rates, in perpetuity or until the contract travel rate reflects T1.5 overtime.
13. Paragraph 12 will apply only to Bay of Plenty staff who travel outside of their group, or more than 50 km from their home station. It does not apply within multi station groups (TGA) nor to NTC.
14. It is recognised that termination of the TKAD will create promotional opportunities within Tauranga-based stations for qualified candidates nationwide.
15. To prevent disadvantage to local staff who have been restricted from applying for promotions in Tauranga-based stations for over a decade, it is agreed that for a period of five (5) years, Tauranga-based staff eligible for promotion will receive assistance in the form of interview preparation, CV and application support, and recognition of local skills, such as appliance certification and local knowledge.
16. This agreement acknowledges that affected staff were employed under the terms and conditions of the Tauranga/Kawerau Fire District and have made significant life decisions based on these terms. The dissolution of the Tauranga/Kawerau Fire District may impact their future family decisions. This agreement provides adequate time for affected staff to make informed decisions regarding property purchases, spousal employment opportunities, family planning, and tertiary education.

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Date

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Date