

Auckland Taskforce Options (in order of recommendations from Taskforce)

#	Option	Listed Recommendations from the Taskforce	Indicative high-level response from FENZ on 6 March prior to COVID-19
<i>Taskforce recommended the Governance Group approves the following priority recommendations:</i>			
L5	Service Delivery Resilience Recognition	<ol style="list-style-type: none"> 1. Establish a Service Delivery Resilience Recognition Allowance to address the financial and social disadvantages faced by Auckland career firefighters, with room for positive adjustment in areas where the cost of living, commuting, and related challenges are having negative recruitment, operational and community engagement impacts. (The NZ Defence Force OEAPR helped address a similar issue)¹⁴. 2. Framing the necessary change communications within the unique Auckland context, and calling this option “Service Delivery Resilience Recognition” (SDRR). 3. For information purposes, obtain the 2019 OEAPR allocations 	<ul style="list-style-type: none"> • Negative response - would not progress this allowance (the Auckland allowance).
S4	Travel allowance improvements	<ol style="list-style-type: none"> 1. The NZPFU recommends a flat rate of one hour for every shift worked. 2. Continue to pay travel allowance for all overtime and relieving shifts as per current state in addition to the flat rate mentioned above. 3. Update the travel time calculation to reflect the latest traffic conditions. 4. See notes below. <i>Kerry Stewart advises that this is likely to be considered “work time” by the New Zealand Transport Agency (NZTA), which will reduce Fire and Emergency’s ability to gain work time variation. Draft review feedback from NZPFU (Jamie Whitehead) asked whether an amount should be mentioned here. Analysis and research would have to be carried out in this regard separately.</i> 	<ul style="list-style-type: none"> • Positive response - could include this updated travel allowance for overtime shifts only
L4	Fire and Emergency housing scheme	<ol style="list-style-type: none"> 1. Commission an affordable homeownership scoping study to establish what a Fire and Emergency housing scheme would look like and how it could provide a ‘leg-up’ for career firefighters in Auckland to own their first home. 2. Look at how operating models such as the New Zealand Housing Foundation are deployed locally. 	<ul style="list-style-type: none"> • Positive response - could commission a concept paper to cover off potential options and implications linked to L1 (subsidised housing partnership), L2 prioritised government funded homeownership scheme) and M5 (partnerships with Government agencies).

S9	Optional accommodation before or after a shift	<ol style="list-style-type: none"> 1. Conduct a six-month feasibility trial. 2. Rent a furnished house for the trial in a suitable part of Auckland. 3. Personnel using this house would pay a small contribution towards expenses. 4. See notes below. <i>A draft review comment from NZPFU (Jamie Whitehead) mentioned the possibility of Fire and Emergency having interest in purchasing/building accommodation in Auckland. The comment also pointed out the potential to have career firefighters from outside Auckland stay in this accommodation when transferred to Auckland temporarily for training/to gain experience.</i> 	<ul style="list-style-type: none"> • Positive response - could be trialled for six months on the basis that the working group own the establishment, management etc -
S8	Subsidised childcare partnership	<ul style="list-style-type: none"> • Establish a working group to consider partnership options. • Partner with an organisation to obtain better childcare rates. • Fire and Emergency to financially contribute towards childcare costs. 	<ul style="list-style-type: none"> • Positive response as to the potential to partner with agencies to achieve better rates for childcare • Negative response on FENZ Subsidy.
M3	Auckland recruitment	<ul style="list-style-type: none"> • Setting up an effective, well-resourced Fire and Emergency recruitment department. • Allocating a budget for Auckland recruitment. • Increasing visibility within the community. • Improving the employment brand. • Improving marketing and branding strategies. • Adequately supporting new candidates. • Assessing current recruitment staffing levels in Auckland 	<ul style="list-style-type: none"> • Positive response - have established base line improvements to current and out-years at \$200K pa for Auckland specific recruitment initiatives and support
S5	Medical co-response improvements	<ul style="list-style-type: none"> • Carry out quantitative and qualitative research to identify the incidence and prevalence of psychological injuries, maladaptive behaviours and suicide ideation. • With the above research, form a baseline to measure future interventions against. • Increase support services to meet Auckland's needs. • Perform an assessment and gap analysis of current Fire and Emergency systems that can support the capturing of medical co-response specific data and reporting requirements (gap analysis on current systems). 	<ul style="list-style-type: none"> • Positive response – could undertake a mental health prevalence study to provide the baseline and to form the basis of future interventions

<i>Taskforce recommended the Governance Group <u>approves</u> the following recommendations:</i>			
L1	Subsidised housing partnership	<ul style="list-style-type: none"> Establish a working group to consider partnership options. Actively promote the selected partner's homeownership programmes within Fire and Emergency. Grant successful applicants a contribution from Fire and Emergency towards their first home. This could be legal fees (on average \$1,000) or a sum towards the deposit. 	<ul style="list-style-type: none"> Positive response - could commission a concept paper to cover off potential options and implications linked to L4 (Fire and Emergency housing scheme), L2 (prioritised government funded homeownership scheme) and M5 (partnerships with Government agencies).
S10	Operational efficiencies and incentives	<ul style="list-style-type: none"> When a position cannot be filled, allow transferred personnel to claim a travel allowance when moved for a fixed period for operational reasons/efficiencies. This is likely to be a senior firefighter driver who can mentor new officers and career firefighters. Auckland local and Auckland task force representatives will need to discuss this. Pay career firefighters a standard payment of 30 minutes overtime from 0730 hours and 1730 hours onwards when they are waiting to be relieved from duty. 	<ul style="list-style-type: none"> Negative response
L2	Prioritised government-funded homeownership scheme	<ul style="list-style-type: none"> Discuss possible opportunities for personnel to leverage the KiwiBuild (or another) initiative. This could be a ballot priority for community-serving personnel like career firefighters. 	<ul style="list-style-type: none"> Positive response - could commission a concept paper to cover off potential options and implications linked to L1 (subsidised housing partnership) L4 (Fire and Emergency housing scheme), and M5 (partnerships with Government agencies).
S2	Financial advisory service	<ul style="list-style-type: none"> Establish a working group to find a partner organisation. Sponsor financial literacy seminars (on-site and recorded). Include financial literacy support in the recruits programme and then offer financial advice every 5 years, including retirement planning. 	<ul style="list-style-type: none"> Positive Response - could investigate options for workshops and consider this in conjunction with S1 (Personnel Advisor)
M1	Income protection	<ul style="list-style-type: none"> Kerry Stewart advises that Fire and Emergency is an ACC-accredited employer, and so it is advised that Fire and Emergency communicates in this regard with the 	<ul style="list-style-type: none"> Negative response – although could possibly be considered and is part of a discussion under way with

		<p>relevant internal department(s) before considering recommendations 2 and 3 below.</p> <ol style="list-style-type: none"> 1. Provide funded income protection. 2. Fire and Emergency and NZPFU to assess the Victorian (Australia) firefighter income protection for adoption. 	NZPFU alongside health insurance S6
S1	Personnel advisor	<ol style="list-style-type: none"> 1. Appoint a role to provide this service, externally or internally. 2. Set up and promote a page on the Portal describing this service with links to resources 	<ul style="list-style-type: none"> • Positive Response - could consider establishment of this service, linked to S2 (Financial Advisory Service)
S3	Government pipeline for initiatives of interest	<ol style="list-style-type: none"> 1. Establish a dialogue with the Government to discuss what other initiatives are currently in the pipeline that would benefit Auckland personnel. 	<ul style="list-style-type: none"> • Positive Response - could consider relevant organisations such as SSC, MBIE etc to ensure opportunities are identified to partner with others
Taskforce recommended the Governance Group <u>explores</u> the following recommendations:			
L3	Cost of living index adjustment (increasing salaries year on year for regional cost of living)	No specific recs	<ul style="list-style-type: none"> • Negative response
S6	Address health costs including health insurance	No specific recs	<ul style="list-style-type: none"> • Negative response - although could possibly be considered and is part of a discussion under way with NZPFU alongside income protection insurance M1
M2	Cost of living adjustment (one off payment annually)	No specific recs	<ul style="list-style-type: none"> • Negative response like L5 and L3
M4	Increase lower ranks pay	No specific recs	<ul style="list-style-type: none"> • Positive Response – could consider this possibility in the future as part of negotiated CEA outcomes, through agreement to targeted lifts at lower ranks but must be a shared solution recognising that a disproportionate allocation of available budget to this

			group may need support from others perceiving themselves not a well off as a result of a greater share going to the lower ranks
M5	Partnerships with government agencies	No specific recs	<ul style="list-style-type: none"> • Positive Response - Linked to L1 (Subsidised Housing Partnership), L2 (Government funded Prioritised Home ownership scheme) and L4 (FENZ Housing scheme)
S7	Conduct and record exit interviews	No specific recs	<ul style="list-style-type: none"> • Positive Response - could put a system in place but would benefit from the support of this group and “non-corporate” process to ensure genuine engagement to encourage free and frank participation