



8 March 2012

Paul Baxter  
Chief Executive/National Commander  
New Zealand Fire Service  
P.O. Box 2133  
WELLINGTON

Dear Paul,

**Rehabilitation/Alternative Duties**

I refer to the meeting with yourself and Janine Hearn held on 9 February 2012. A specific issue raised by management was that relating to Rehabilitation/Alternative Duties.

Management sought an amendment to the Union's Strike Notice to allow such duties.

The Union stated that such duties were not banned, but that the Union was happy to amend the Strike Notice, if that would mean that management would proceed to cooperate with the provision of such duties. The Union did amend its Strike Notice.

The Union is advised however, that management are insisting that any Rehabilitation/Alternative duties are to be done on Black Watch.

You will know that the agreed position regarding Rehabilitation/Alternative Duties is that they are to be done where possible, on the worker's regular shift.

In any event, if Rehabilitation/Alternative duties are to be done on Black Watch at the insistence of management, then there is no need for management to seek the amendment to the Union's Strike Notice.

The only purpose in seeking the amendment was that it did not allow members on coloured Watches to undertake Rehabilitation/Alternative duties.

The Union acceded to management's request in good faith and consequently moved to amend the Strike Notice in good faith. Therefore the Union requests confirmation that management will act in accordance with the long standing agreement and act in good faith, and therefore act to facilitate Rehabilitation/Alternative duties on shift as the primary option.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Derek Best', is written over the typed name.

DEREK BEST  
SECRETARY