

Interim Remuneration Guidelines Non International Deployment Operational Staff (NZPFU)

Guidance for Managers when considering remuneration for operational staff on non-international deployment to events such as the current Nelson Fires. Applies to staff covered by the NZPFU CEA - All costs to an identified sub ledger: (for Nelson) this is [7822/F2704034](#).

1. Deployment length

Less than 25 hours - Pay as normal with OT rates applied for hours outside of the individual's normal shift cycle.

2. Paid staff as per below table

Home to deployment location	Paid	Paid at OT rates for hours worked outside of those that would have been worked in their usual shift cycle
Actual hours worked on deployment i.e. hours not on stand down or in the Motel/hotel but at a station, in an operational vehicle or at an operational site working.	Paid	
From deployment location to home	Paid	
For 25 to 72 deployment = 24 hours stand down	Replaced	Commencing from arrival home
For more than 72 hours = 48 hours stand down	Replaced	Commencing from arrival home

Fire and Emergency New Zealand doesn't expect staff to bear costs whilst on deployment. In this case accommodation and food will be supplied or purchased via P Cards. Staff who have incurred actual and reasonable costs are to be reimbursed via the existing expense claim process.

NZPFU and Fire & Emergency NZ have agreed to meet and jointly develop a formal process for task force deployment remuneration as it is understood these will become more common occurrences.

This **interim** agreement will expire 12 months from the date of signing or may be superseded by a joint NZPFU and Fire & Emergency NZ signed Task Force agreement.

Dated 20 February 2019



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