

FENZ Offer – Key Points	NZPFU Response
<p><b>Pay offer:</b></p> <p><b>Firefighters</b> FENZ is offering to pay a \$2,000 lump sum in lieu of a wage increases for 2021-2022.</p> <p>For 2022-2023 they are offering to pay varying rates between 4% and 8% for most ranks, with higher rates for Trainees (15.1%) and first-year Firefighters (11%).</p> <p>FENZ say that this offer consists of the 1.5% offered to Officers and 2.0% offered to Firefighters in the previous offer covering 2021-2022, plus an additional 2.5% (Officers) or 3.5% (Firefighters).</p> <p>For some ranks there is also some relativity adjustments made.</p> <p>FENZ are refusing to change the remuneration system but guarantees no less than 4% pay increase for the 2023 year.</p> <p><b>Comcens</b> FENZ have offered the same basic rate from 1 July 2022, that is made up of 2% for 2021-2022 and 3.5% to cover the 2022-2023 year.</p> <p>There is also some adjustment at the top and bottom of the scale which provides some extra benefit.</p> <p><b>Black Watch</b> Black watch have been offered just 4% across the board from 1 July 2022. This consists of 1.5% to cover 2021-2022 and 2.5% for 2022-2023.</p>	<ul style="list-style-type: none"> <li>• The \$2,000 lump sum offer is below the standard our members expect, and by being a lump sum it does not get added to your base rate. This means there is no compounding benefit over time for this offer.</li> <li>• FENZ and the NZPFU are still a long way apart on what each side believes a reasonable pay offer looks like.</li> <li>• The cost of living in New Zealand is skyrocketing, with an increase of 5.2% over the past year and continued rising.</li> <li>• As of 13 April the Reserve Bank has lifted the official cash rate to 1.5%, the highest single increase in over 20 years. This increase will be passed on to mortgage holders.</li> <li>• FENZ can afford higher wages offers. They aren't broke, they just prioritise their spending very badly.</li> <li>• <b>Firefighters are underpaid and undervalued!</b> You can assess firefighter wages in a number of ways: against other firefighters, against other skilled workforces or against how well management and 'white-collar' roles in FENZ sit in their respective labour markets. However you approach it, the answer is the same – firefighters and officers deserve more. So do our other members.</li> <li>• While the improvements to step relativities has improved an otherwise insulting pay offer, the NZPFU maintains that our pay proposal is fair in the current climate.</li> <li>• <b>The NZPFU pay proposal was for a 5% immediate payment backdated to 1 July 2021 and then 5 x six-monthly increases of 2.5% between 1 January 2022 and 1 December 2023. The total base increase of the NZPFU proposal is 17.5%.</b></li> <li>• The NZPFU pay proposal combined with the improved step relativities would represent a fair and meaningful starting point in a longer process of fully addressing the issue of our members' wages.</li> </ul>

<p><b>Emergency Medical Response:</b> FENZ is offering to meet with the NZPFU during the life of the agreement to discuss training and support relating to this work.</p>	<ul style="list-style-type: none"> <li>• <b>This response is an insult to our members.</b></li> <li>• <b>NZPFU members have done this difficult and impactful work for almost a decade, with not one cent of financial recognition, and substandard attention given to the mental health impact.</b></li> <li>• <b>Despite a long history of delaying discussions on financial compensation, FENZ now simply say that this work is just part of your job.</b></li> <li>• <b>The union wants respect for your work and the harm it can have on you.</b></li> <li>• <b>Alongside separate health and wellbeing claims, the union stands by the EMR allowance claim: this would initially entitle a qualified co-responder to \$2.50/hr and a qualified first responder to \$3.00/hr. These rates would increase over time in line with an increased volume of EMR calls.</b></li> <li>• <b>The NZPFU claim also included a one-off payment as acknowledgement of the years of unrecognised work in EMR.</b></li> </ul>
<p><b>Backpay:</b> Instead of backpay, FENZ are now offering a \$2,000 lump sum for all eligible members.</p>	<ul style="list-style-type: none"> <li>• <b>Paying a lump sum instead of adding to the base rate robs you of compounding wage growth over time.</b></li> </ul>
<p><b>Duration:</b> The FENZ offer would run until 30 June 2023.</p>	<ul style="list-style-type: none"> <li>• <b>Accepting this term would mean locking the failed Korn Ferry market data pay model in for future pay negotiations.</b></li> <li>• <b>Dropping the market data model is a key claim for the NZPFU. Your future wage negotiations will suffer continually unless we break away from this system that doesn't work for firefighters.</b></li> </ul>
<p><b>Coverage:</b> FENZ proposes to only include the new Advisor and Senior Advisor roles in RR and CRR.</p>	<ul style="list-style-type: none"> <li>• <b>The NZPFU represents around 70% of all FENZ staff and we are growing.</b></li> <li>• <b>NZPFU members want to keep their membership as they move through different parts of the organisation.</b></li> <li>• <b>FENZ have rejected our claims to cover Welfare and Health &amp; Safety Officers, RR and CRR Managers, Regional Training Coordinators and Group Managers.</b></li> <li>• <b>FENZ are interfering with the basic principle of Freedom of Association and</b></li> </ul>

	<p>have openly stated that it is because the NZPFU speak up and challenge management.</p>
<p><b>NZPFU “Representation Costs”:</b> FENZ propose to pay the union \$11,760 a year.</p>	<ul style="list-style-type: none"> <li>• The NZPFU made a claim to address the fact that our workplace representatives often have to attend meetings in their own time due to their rosters. This is unique to NZPFU and not an issue for FECA, PSA, UFBA, etc.</li> <li>• The NZPFU proposal was simply to pay our representatives the relevant hourly rate when they gave up their own time.</li> <li>• FENZ have instead proposed a murky looking payment directly to the NZPFU National Office.</li> <li>• We would never accept this proposal.</li> </ul>
<p><b>Special leave for birth or adoption:</b> FENZ is offering one extra day of leave for supporting partners upon birth or adoption.</p>	<p>While this falls short of the NZPFU claim, it is a rare and welcomed minor improvement.</p>
<p><b>Calculating light duties pay during pregnancy:</b> FENZ will use the average of the past 12 months’ pay when calculating light duties payments for pregnant workers.</p>	<p>This is a rare example of FENZ agreeing to a claim from the NZPFU</p>
<p><b>Calculation of payment upon return to work following parental leave:</b> FENZ will add detail to clarify how the existing payment at Clause 1.4.2.3 is calculated</p>	<p>This is clarifying a mediated settlement that was made separate to bargaining.</p>
<p><b>Redundancy provisions:</b> FENZ want to move the existing redundancy clause to Part 1 so that it covers all employees.</p>	<ul style="list-style-type: none"> <li>• This is a FENZ proposal.</li> <li>• The NZPFU have always maintained that firefighters can’t be made redundant as there is an ongoing need for their job to be done.</li> <li>• Moving the clause means that firefighters could potentially be made redundant.</li> <li>• There was no negotiation on this proposal.</li> </ul>
<p><b>Allowances:</b> FENZ offers to increase allowances by 4.75%</p>	<ul style="list-style-type: none"> <li>• This is a slightly increased offer since April.</li> <li>• However, it still does not deal with the outdated levels some allowances are set at.</li> <li>• For instance, FENZ acknowledge that the meal allowance is too little to buy a meal, but they propose to do nothing meaningful about this.</li> </ul>
<p><b>Secondments:</b> FENZ have agreed that there needs to be greater clarity and uniformity for secondments.</p>	<ul style="list-style-type: none"> <li>• While the NZPFU is glad that FENZ recognise there is a problem in this space, we don’t accept the proposed new clause that was never discussed or negotiated on.</li> </ul>

	<ul style="list-style-type: none"> <li>The proposed clause would limit our members rights in ways not discussed during bargaining.</li> </ul>
<p><b>Consultation and Engagement:</b> FENZ are seeking unilateral changes to the existing Agreement content.</p>	<ul style="list-style-type: none"> <li>The wording FENZ has proposed has never been discussed or negotiated.</li> <li>The union does not accept the changes without negotiation, as this looks to mean a watering down of these highly important provisions.</li> </ul>
<p><b>Disputes Procedure:</b> FENZ are seeking unilateral changes to the existing Agreement content.</p>	<ul style="list-style-type: none"> <li>The wording FENZ has proposed has never been discussed or negotiated.</li> <li><b>The union emphatically rejects the proposed changes.</b></li> <li>If accepted, the changes would rob the union and its members of vital rights to represent our interests fairly. <b>This change would have major negative consequences to our workplace strength.</b></li> </ul>
<p><b>Sick Leave (all parts):</b> FENZ are proposing to either make no change or to implement a hybrid clause that contains both NZPFU and FENZ content.</p>	<ul style="list-style-type: none"> <li>Neither outcome is acceptable.</li> <li>The proposed FENZ changes include wording that undermines members' privacy rights, among other concerns.</li> <li>Not changing the clause isn't viable as there are necessary changes needed due to legislative change.</li> <li>Neither of FENZ's proposals deal with significant parts of the NZPFU sick leave claims.</li> <li>Outstanding NZPFU claims include increasing accrual caps, removing restrictions on using sick leave for caring responsibilities, improving light duties, protecting members right to privacy and confidentiality and more.</li> </ul>
<p><b>Annual Health Checks:</b> FENZ is offering (for the term of this Agreement only) \$250 per person as partial reimbursement for health checks.</p> <p>This is an improvement on the last, rejected, offer which offered \$170 for this purpose.</p>	<ul style="list-style-type: none"> <li><b>The NZPFU does acknowledge there has been some improvement on this claim.</b></li> <li>On face value this offer may not seem insignificant. However, it does not address the actual NZPFU claim and would not be workable in the real world.</li> <li>A meaningful health check for our members could cost up to \$700 or even more.</li> <li>Many of our members will struggle to convince a doctor to run the required tests as they aren't in the traditional demographic target groups for certain</li> </ul>

	<p>illnesses that affect firefighters disproportionately.</p> <ul style="list-style-type: none"> <li>• The NZPFU claim addressed these issues fully.</li> <li>• The only group that would fully benefit from this offer would be Christchurch members, where outgoing Welfare Officer and NZPFU National Committee member Jim Ryburn has established an excellent health check scheme in partnership with the Christchurch Men’s Health Clinic.</li> </ul>
<p><b>Terms of Settlement:</b></p> <p>This is a new offer</p> <p>FENZ are agreeing to put the Terms of Settlement in the Agreement as a schedule, making it an enforceable part of the contract.</p>	<ul style="list-style-type: none"> <li>• Given FENZ have a history of walking away from the promises made in past Terms of Settlement documents, this would be a welcome relief.</li> </ul>
<p><b>Psychological support/supervision pilot:</b></p> <p>This is a new offer from FENZ. It would be part of the Terms of Settlement.</p> <p>FENZ describes establishing a pilot project to develop “Pro-active psychological support” for firefighters and dispatchers.</p> <p>FENZ will involve the NZPFU in the design phase.</p>	<ul style="list-style-type: none"> <li>• Any positive developments in supporting our members’ mental health and wellbeing are welcomed.</li> <li>• However, the NZPFU will need to explore this new proposal in detail before making detailed comment on it.</li> </ul>
<p><b>Staffing, recruitment and establishment:</b></p> <p>This is new content from FENZ it would be part of the Terms of Settlement.</p> <p>FENZ would commit to undertaking four recruit courses in the 2022/23 financial year.</p> <p>FENZ would re-establish and Establishment Committee to “consider the current establishment makeup (including but not limited to ‘the ratio’).</p>	<ul style="list-style-type: none"> <li>• Both of these improvements are generally welcomed. However, the union would require more information on the finer details around the Establishment Committee, its work and our involvement before we could endorse this.</li> </ul>
<p><b>Training For Managers:</b> FENZ will develop a training programme to teach managers how to operate effectively in a unionised environment.</p>	Agreed.
<p><b>COMCEN:</b> Change job title of ‘Communicator’ to ‘Dispatcher’</p>	Agreed.

<b>COMCEN:</b> Allow the claiming of travel time on weekends regardless of public transport availability.	Agreed.
<b>COMCEN:</b> Recognise the differing start and finish times across the centres.	Agreed
<b>Black Watch:</b> Increase on-call rate from \$200 to \$220 a week.	Agreed.

### Important elements of the NZPFU claim not dealt with in the FENZ offer

While not a complete list, below are some of the NZPFU claims completely rejected by FENZ and therefore not included in their offer.

- **Health and Wellbeing claims:** Alongside safe systems of work, health and wellbeing sits at the core of the NZPFU focus. FENZ have failed to engage meaningfully on many of our claims to address identified issues, including:
  - Refusal to engage meaningfully on recognising the reality of occupational cancer amongst firefighters;
  - Refusal to agree to minimum staffing of at least 10 Welfare Officers nationally
  - Refusal to engage with the union on much-needed programmes, including mental health awareness and resilience training, **although it would seem that the new FENZ proposal for a 'psychological support/supervision pilot' is relevant to this claim;**
  - Refusal to provide annual mental health checks or to guarantee access to mental health professionals without restriction;
  - Refusal to adopt a recruit health screening programme to create benchmark health records for incoming firefighters;
  - Refusal to collaboratively tackle the issue of mitigating harmful exposure to toxic and/or carcinogenic substances;
  - Refusal to implement a basic rebate scheme for medical and/or income protection insurance, despite all white-collar roles having this as an automatic right.
- **Safe systems of work:** Providing reasonable protections to ensure decent safety standards is paramount for our members. FENZ have steadfastly refused to work in collaboration with the union to achieve this. During bargaining they have rejected our attempts to:
  - Establish a Safe Systems of Work Review Committee;
  - Understand and define minimum staffing levels;
  - Identify and review areas of emerging need, such as in Auckland, Nelson and Tasman Bays and Queenstown. While there has been recent positive news on the establishment of a yellow watch in Levin, this has come through extensive work by the union outside of the bargaining environment;
  - Provide certainty around the quality and delivery of training;
  - Ensure incident ground safety by cementing enduring standards for incident management qualifications minima;
  - Adopting appropriate visual identifiers to easily identify skills and competencies on the incident ground.
- **Metro allowance:** Despite general acknowledgement of cost-of-living pressures in certain cities, FENZ are unwilling to contemplate the NZPFU proposal to mitigate this impact. When

**we have members having to use food banks to get by** FENZ should make meaningful efforts to address cost of living pressures.

- **Weekend overtime:** FENZ have rejected our claim to attract more interest in accepting weekend overtime work by lifting the rate to double time. This claim was made across all parts of the Agreement.
- **Disciplinary processes:** FENZ oversee some appalling disciplinary processes, and the introduction of the new Behaviour and Conduct Office has so far only made matters worse. It is unacceptable that FENZ refuse to set some commonly agreed basic benchmarks for dealing with disciplinary matters.