

Revised FENZ bargaining offer following mediation 28/07/22

Summary of changes to the April 2021 offer, following mediation 27 and 28 July

- Proposed new rates effective from 1 July 2022 by applying further percentage increases to the increases that were offered for 2021 (so as to generate a compounding effect between those two increases) – as detailed in the remuneration tables for each Part.
- A proposed guarantee of no less than a further 4% increase to scales and rates from 1 July 2023 for all pay scales contained within the collective agreement, alongside the retention of the current remuneration review process.
- Below is the indicative percentage table from last week, noting that it does not show the compounding effect

Rank	Rejected April Offer	NEW from 1/7/22 compared to now	NEW from 1/7/23 Market but no less than 4% Total over two years
Trainee	11.6%	15.1%	19.1%
FF	7.5%	11%	15%
QF S1taps	2%	5.5%	9.5%
QFF	2%	5.5	9.5
QFFS1SFF	2%	5.5	9.5
SFF	2%	5.5%	9.5%
SFF 5yrs	4.5%	8%	12%
SFF10yrs	4.5%	8%	12%
SFF SO qual	4.5%	8%	12%
SO	1.5% to 3.5%	4% to 6	8 to 10%
SO SSO qual	1.5%	4%	8%
SSO	1.5%	4%	8%
SSO EO qual	1.5%	4%	8%

- A proposed one off lump sum payment in lieu of the 2021 annual remuneration review for the period 1 July 2021 to 30 June 2022 of \$2,000 (gross) per person for all PFU members covered by this agreement (pro-rata for members with less than one year's service during the 2021 remuneration year) as at the date of ratification.
- Revised health and wellbeing proposals in relation to health/blood screening and pro-active psychological support/supervision.
- Proposal to schedule Terms of Settlement to the new collective agreement so as to make their terms contractual and therefore enforceable during the term of the new collective agreement.
- Proposed new commitments regarding recruitment during the current financial year and re-convening the Establishment Committee.

Term

From date of ratification to 30 June 2023.

Coverage

Add newly created Black Watch / Part 4 positions Advisor and Senior Advisor Risk Reduction and Community Readiness and Response.

Remove 1.1.5 – no longer necessary as the black watch positions have been updated to reflect the new roles established within the new structure. If the PFU prefer, we could add a sentence at the end of the list of black watch positions at 1.1.3 to say, for clarity “Any PFU members employed in these positions may be covered by this CEA regardless of their operational or non-operational background.”

Proposed changes to Part 1 terms and conditions applicable to all PFU members covered by the PFU CEA

FENZ contribution to PFU member representation costs

Insert new sub-clause within clause 1.6 that provides for FENZ to make a direct contribution of \$11,760 annually to be paid directly to the PFU (organisation), for the PFU to use as they deem appropriate.

Special paid leave available on the birth or adoption of a child

Increase the special paid leave available on birth or adoption of a child (clause 1.4.15), to provide a "full set off", meaning everyone is entitled to receive a clear paid week off in these circumstances. This translates to an increase in paid leave of one additional shift for operational coloured watch staff and two additional shifts for Black Watch.

Rate of payment calculation for workers on light duties due to pregnancy

Within clause 1.4.2, provide for the rate of payment for pregnant employees conducting light duties to reflect their average earnings (including overtime earnings) over a 12 month reference period, rather than their ordinary pay.

Calculation of payment upon return to work following parental leave

Insert the principles established in mediated agreement that prescribe how these payments provided at clause 1.4.2.3 are calculated as follows to be equivalent to thirty working days in terms of that provision

- Coloured watch staff receive the equivalent of 8.5 weeks pay
- Black watch receive 6 weeks pay
- Yellow watch receive 7.5 weeks pay

Redundancy provisions

Move the restructuring provisions currently contained in Part 3 (clause 3.17) to Part 1, so they apply to all workers covered by this collective agreement.

Table 1: Allowances claimable by workers under Part 1 of this agreement

Table 1: Allowances Claimable by Workers Under Part 1 of the Agreement			2022 Rate
Allowance	Detail	Amount	
Mess Allowance	Per week	\$	4.81
Meal Allowance	Per meal	\$	16.21
Qualification Bonus - Institute of Fire Engineers			
Graduate	Per Fortnight	\$	47.33
Member	Per Fortnight	\$	70.65

Note the qualification bonus is not available to workers employed in Part 4 / Black Watch positions, as a result of the 2019 variation.

Secondments

Insert new clause, as follows:

Where a secondee is required to undertake the full requirements of a position they are seconded into, and the secondment lasts for at least 2 weeks, they will receive a Higher Duties Allowance that will ensure that their total pay (base salary plus higher duties allowance) is no less than the minimum pay rate applicable to the position they are seconded into, when their secondment commences.

During the secondment, the secondee's Higher Duties Allowance will be adjusted in line with any pay movement that they would have received had they been appointed into the position permanently. This could include:

- Any annual adjustment to the pay band of the secondment position
- Any annual pay progression that applies to the secondment position that the employee would qualify for if they were employed in that position substantively – either contained within the remuneration policy, or within any collective agreement that applies to that position.

During the secondment the employee will not benefit from any pay movement (whether annual adjustments or pay progression) that applies to their substantive position. They will also not benefit from any other remuneration arrangements that are specific to the duties required of their substantive role such as allowances.

When the secondment ends, the Higher Duties Allowance will end and the employee's remuneration for their substantive position shall be reviewed to ensure they are not financially disadvantaged, upon their return to their substantive position, by undertaking the secondment. This review shall specifically consider:

- Whether annual adjustment to the pay band of the employee's substantive position has occurred during the secondment – and if it has the employee's pay will be adjusted accordingly.
- Whether the employee has qualified for pay progression within their substantive role. If they have qualified for this, it will be applied from the date they return to this position.

The secondee will be entitled to return to their substantive position within their District at the end of their secondment, unless they expressly agree otherwise. In any situation where

this is not possible due to the substantive position having been disestablished, the redeployment and/or redundancy provisions of this Agreement will apply.

A written secondment agreement will be in place for any secondment lasting longer than 3 months. The employee is encouraged to seek advice from their union before accepting the terms of any secondment they are offered.

NOTE: the provisions of clause 2.13.1 (relieving in higher positions) and 3.3.10 (relieving in higher positions) do not apply for people on a secondment.

Consultation and disputes

Amend the existing consultation clause 1.20 to read as follows:

CONSULTATION AND ENGAGEMENT

[existing clause, unchanged] 1.20.1 Fire and Emergency New Zealand agrees to consult with the Union over any proposed changes that may impact on the terms and conditions of employment of employees covered by this agreement.

[new clarification to address question of 'what is consultation' (and what is it not)] 1.20.2 Without detracting from statutory or common law definitions and principles of what the terms consultation refers to, "Consultation" in this context means the process of seeking feedback/comment and input from the NZPFU in relation to a proposed course of action that affects the terms and conditions set out in this Agreement, or the ongoing employment of any PFU member, and the consideration of that feedback prior to any decision on that proposed course of action being made by the employer.

[new clarification to address question of 'when do we have to consult'] 1.20.3 Consultation occurs when the employer has a proposal that requires consultation because if implemented, the proposal could realistically and tangibly:

- Affect the employment of one or more PFU members, to their material disadvantage, or
- Change the established application, operation or interpretation of this agreement, including changes to any related policies, or
- Lead to a need to negotiate a variation to current terms and conditions of employment contained in this Agreement.

1.20.4 It is recognised that FENZ will expect to develop a proposal for consultation before the consultation process is initiated. This does not preclude (but does not require) preliminary discussions ('Engagement') prior to the presentation of a proposal.

[Existing clause, unchanged but re-numbered] 1.20.5 The obligation to consult is not limited to consultation about the consequences of a proposed change nor limited to numbers only, but includes consultation over whether or not the proposed changes should take place and the reasoning behind the proposed change. Although consultation does not equate to negotiation and full agreement may not always be possible, consultation implies a genuine effort on the part of both parties to engage and respond to the views expressed, motivated by a desire to reach consensus.

[Add additional sentence to end of above clause:] Where a proposal affects only one member or a small group of members, consultation will involve only those affected.

[new concept of engagement – defined] 1.20.6 "Engagement" in this context means the process of raising and considering both issues and opportunities that will arise in the course of the FENZ/PFU

relationship, and in the course of the work conducted by PFU members. It is broader than Consultation.

[corresponding clarification of when do we engage] 1.20.7 Engagement is an ongoing business as usual activity that will be conducted in the following ways:

1. Informal day to day interactions between managers and employees, and FENZ and PFU representatives,
2. Through regular and structured meetings that take place between FENZ and NZPFU, and
3. Upon the emergence or escalation of a new issue or opportunity, that warrants a more immediate response.

[existing clause, unchanged but re-numbered] 1.20.8 Nothing in this clause is intended to restrict Fire and Emergency New Zealand's right to manage the organisation.

Amend the existing disputes procedure clause 1.9 to read as follows:

DISPUTES PROCEDURE

[Existing wording, unchanged] (a) The procedure set out in this clause shall apply to a dispute -
(i) Which is about the interpretation, application, or operation of this Agreement; and
(ii) Which is between any or all of the parties bound by this Agreement.

[New paragraph] (b) The provisions of this clause do not apply in the following circumstances:

- The basis of the dispute is not seriously arguable.
- The substance of the dispute is not part of the written terms contained in this Agreement.
- In respect of disputes arising from the Consultation and engagement provisions of this Agreement, only disputes relating to the process of applying the provisions of the consultation and engagement clause X of this Agreement, rather than the substance of the matter being consulted or engaged over, fall within the scope of this procedure.

[New wording] (c) Where a dispute exists about whether the provisions of this clause should apply, the resolution procedure set out in [existing] paragraphs b)-h) below will apply, however the Status Quo obligations at [existing] paragraph i) will not apply.

Existing paragraphs (b)-(h) are unchanged, but re-numbered to account for the two new paragraphs above.

Amend Peace Obligation sub-heading [existing paragraph (i)] to Status Quo Obligation. Insert highlighted wording to existing paragraph (i) as follows:

It is agreed that no worker shall discontinue or impede normal work, either totally or partially, because of any matter that is the subject of the observance of this procedure, and the employer shall ensure that the circumstances which prevailed in each brigade prior to the matter becoming subject to this procedure shall be maintained until the dispute has progressed to mediation. If the dispute is not resolved in mediation, the provisions of this sub-clause no longer bind the parties. This does not prevent either party electing to continue to maintain the status quo while other dispute resolution steps are progressed.

Proposed changes to Part 2 terms and conditions applicable to Firefighters and Officers

Changes to rates of pay

1. Effective 1 July 2022, increase 2020 rates by a market based annual increase of 2% for the Firefighter pay scale and 1.5% for the Officer pay scale, to take account of the previous offer for 2021 before adding a further 3.5% (Firefighter payscale) and 2.5% (Officer payscale) to the benchmark rates effective 1 July 2022 and
2. Provide for increased and/or accelerated pay progression through adjustments to pay steps within the existing pay scales, and
3. 2023 annual remuneration review to be conducted in line with the existing process (as per existing Part 1, clause 23 of the CEA) with a guaranteed increase of no less than 4% on the 100% market rates, with other pay steps adjusted according to their position against that market rate.

On this basis, 2022 total weekly wage pay tables, effective 1 July 2022, will apply as follows (pay steps where increased or accelerated pay progression has been applied, have been highlighted):

Tables 2A, 2B, 3A, 3B, 4A, 4B, 5A, 5B, 6, 7, 8A and 8B apply to all Part 2 Employees

Step		Non Driver	Grade 2 Driver	Grade 1 Driver
77.5%	Trainee Firefighter	\$ 1,022.42	\$ 1,041.33	
80%	Firefighter	\$ 1,055.40	\$ 1,074.32	\$ 1,101.83
85%	Firefighter who has completed Stage 1 of QFF TAPS Programme	\$ 1,121.37	\$ 1,140.28	\$ 1,167.79
90%	Qualified Firefighter	\$ 1,187.33	\$ 1,206.24	\$ 1,233.76
95%	Qualified Firefighter who has completed Stage 1 of SFF TAPS Programme, or who had completed 15 years service at QFF rank at 1 July 2013	\$ 1,253.29	\$ 1,272.20	\$ 1,299.72
100%	Senior Firefighter	\$ 1,319.25	\$ 1,338.17	\$ 1,365.68
102.5%	Senior Firefighter with 5 Years experience at SFF Rank	\$ 1,352.23	\$ 1,371.15	\$ 1,398.66
105%	Senior Firefighter with 10 Years experience at SFF Rank	\$ 1,385.22	\$ 1,404.13	\$ 1,431.64
107.5%	Senior Firefighter, Station Officer Qualified	\$ 1,418.20	\$ 1,437.11	\$ 1,464.62

TABLE 2B - TOTAL WEEKLY WAGE PAYMENTS FOR OFFICERS

Step		Grade 2 Driver	Grade 1 Driver
90%	Station Officer - On Appointment	\$ 1,499.86	\$ 1,526.76
92.5%	Station Officer - 1 Year Satisfactory Performance	\$ 1,541.52	\$ 1,568.42
95%	Station Officer - 2 Years Satisfactory Performance	\$ 1,583.18	\$ 1,610.09
97.5%	Station Officer - 3 Years Satisfactory Performance	\$ 1,624.85	\$ 1,651.75
100%	Station Officer - 4 Years Satisfactory Performance	\$ 1,666.51	\$ 1,693.41
100%	Station Officer - 5 Years Satisfactory Performance	\$ 1,666.51	\$ 1,693.41
102.5%	Station Officer, Senior Station Officer Qualified	\$ 1,708.17	\$ 1,735.07
105%	Senior Station Officer	\$ 1,749.83	\$ 1,776.74
110%	Senior Station Officer, Executive Officer Qualified	\$ 1,833.16	\$ 1,860.06

Expand Driver 1 rate to additional vehicle classes

Expand Driver 1 rate to drivers/operators of additional vehicle types: Command Unit, and ISVs. This is subject to FENZ being able to determine the need for these driver/operators in each location as well as the necessary standards of operation that will apply in order to qualify for the Driver 1 rate.

Table 7: Allowances claimable by workers under Part 2 of this agreement

With effect from 1 July 2022 (applying a further 3% to the 2% allowance increase offered for 2021)

Table 7: Allowances Claimable by Officers and Firefighters Under Part 2 Of			2022 Rate
Allowance	Detail	Amount	
Driver Allowance - Trailer	Per Shift	\$ 4.81	
TELARC Qualification	Per Fortnight	\$ 28.75	
Tool Allowance	Per Annum	\$ 618.96	
Tradespersons Work	Per Week	\$ 10.34	
Training Volunteers	Per Hour	\$ 18.36	
BA Filler Certificate	On Attainment/ Re-attainment	\$ 104.10	

Relieving workers

Remove clauses 2.3.5.1 and 2.3.5.2 that set out terms and conditions for relieving workers, that have never been implemented.

Sick leave

Implement the new sick leave clause proposed by PFU subject to PFU agreement to the amendments advised by FENZ in response to this proposal; **OR**

Retain the existing sick leave clause, unchanged.

Proposed changes to part 3 terms and conditions applicable to those employed in the Communications Centres

Changes to rates of pay

1. Effective 1 July 2022, take the rates offered for 2021 and uplift as follows by adding the further percentage for Trainee Dispatcher and Grade One, and to the Shift Manager role, while retaining alignment with the Firefighter scale points as offered previously

- 4.5% for trainee Dispatcher 2021 offer (plus 3.5% for the 2022 rate)
- 4.5% Dispatcher Grade One 2021 offer (plus 3.5% for the 2022 rate)
- Alignment Dispatcher Grade Two with QFF
- Alignment Dispatcher Grade Three with QFF Stage 1 TAPS
- Alignment Senior Dispatcher Grade Four with SFF
- Alignment 2 new additional steps Senior Dispatcher Grade Four after 3yrs and 6 years in role with the new SFF steps 5yrs and 10yrs in role
- Alignment Senior Dispatcher Grade Five to SFF SO qualified
- Shift Manager 1.5% 2021 offered add further 2.5% to rate

1. 2023 annual remuneration review to be conducted in line with the existing process (as per existing Part 1, clause 23 of the CEA) with a guaranteed increase of no less than 4% on the 100% market rates, with other pay steps adjusted according to their position against that market rate.

On this basis, **2022** total weekly wage pay tables, effective 1 July 2022, will apply as follows (pay steps where increased or accelerated pay progression has been applied, have been highlighted):

PART 3 - TOTAL REMUNERATION FOR DISPATCHERS AND SHIFT MANAGERS

Full Time Rates		
Position/Grade	Base Salary	Total Rem
Trainee Dispatcher	\$ 53,333.82	-
Dispatcher Grade 1	\$ 56,888.66	-
Dispatcher Grade 2	\$ 61,741.06	-
Dispatcher Grade 3	\$ 65,171.12	\$ 74,042.34
Senior Dispatcher Grade 4	\$ 68,601.18	\$ 77,939.31
Senior Dispatcher Grade with 3 years experience at SC	\$ 70,316.21	\$ 79,887.79
Senior Dispatcher Grade with 6 years experience at SC	\$ 72,031.24	\$ 81,836.27

Senior Dispatcher Grade 5	\$ 73,746.27	\$ 83,784.75
Shift Manager	\$ 85,597.67	\$ 97,249.39

Update position title

Change Communicator to Dispatcher.

Update provision for reimbursement of telephone costs for shift managers

Update the provision for reimbursement of costs for business related calls in clause 3.3.7, from toll call expenses to mobile call expenses.

Travelling time

Remove the requirement within clause 3.3.5 for public transport to be unavailable in order for people to be able to claim travel time when travelling to or from an overnight shift on Saturdays, Sundays and public holidays.

Hours of work - shifts

Update clause 3.5.1.2 to reflect the current practice that two Communication Centres start and ends shifts at 0600 and 1800, and one Communication Centre starts and ends shifts at 0700 and 1900.

Sick leave

Implement the new sick leave clause proposed by PFU subject to PFU agreement to the amendments advised by FENZ in response to this proposal; **OR**

Retain the existing sick leave clause, unchanged.

Proposed changes to Part 4 terms and conditions applicable to those employed in Black Watch

Changes to rates of pay

1. Record the 5% uplift to Black Watch pay rates that was agreed in the 2019 variation, and
2. Increase 2020 pay rates by applying the 2021 offer of 1.5% and then applying a further market-based increase of 2.5% to be both effective 1 July 2022, and
3. 2023 annual remuneration review to be conducted in line with the existing process (as per existing Part 1, clause 23 of the CEA) with a guaranteed increase of no less than 4% on the 100% market rates, with other pay steps adjusted according to their position against that market rate.
4. Publish the following provisions attached to the Additional qualification step:
 - Fire and Emergency may determine criteria under which employees who have been employed on Step 5 for a minimum 12 months may progress to the additional qualification step. This criteria shall:

- Be developed as a proposal for consultation with the union before it is finalised and approved by the relevant DCE. The relevant DCE is the DCE that the position ultimately reports to.
- Recognise relevant internal or external qualifications and/or assessable skills and/or competencies and/or demonstrable performance and/or achievements that are beyond the ordinary expectations of the position.
- Be reviewed periodically and may amended/updated following consultation with the union and approval by the relevant DCE.

Where a person is employed on the additional qualification step, an ongoing expectation will exist that their performance in the role will reflect their level of qualification being beyond the ordinary requirements of the position. However, their duties and accountabilities will remain within the scope of their position description.

On this basis, 2022 remuneration rates, will apply as follows:

4.2.1 Remuneration Rates for Black watch roles – Trainers, Senior Trainers, Volunteer Support Officers, CRR and RR Advisors and Senior Advisors

With effect from 1 July 2022:

	Minimum appointment step	Step 1	Step 2	Step 3	Step 4	Step 5	Additional qualification step
Trainer VSO	\$74,534.29	\$80,688.73	\$82,494.50	\$84,273.79	\$86,065.79	\$89,877.50	-
Senior Trainer (NTC)	\$85,532.34	\$87,352.26	\$89,171.19	\$90,992.19	\$93,266.07	\$95,541.01	\$100,090.88
Advisor Community Readiness and Recovery	\$85,986.91	\$87,897.64	\$89,809.01	\$91,719.32	\$93,630.69	\$95,541.01	\$100,317.85
Senior Advisor Community Readiness and Recovery	\$102,430.96	\$104,706.95	\$106,982.94	\$109,259.97	\$111,535.96	\$113,812.14	\$119,502.97

Employees employed at the time that this Agreement commenced and who had an existing entitlement to receive a total remuneration package may retain this condition provided that the gross cost of any employer contribution to a superannuation scheme is deducted from the total remuneration package. From 1 January 2007, all employees appointed into positions covered by this part of the Agreement will be remunerated only on a base salary and, if a member of the New Zealand Fire Service Superannuation Scheme or any other scheme for which Fire and Emergency New Zealand must make compulsory contributions, will have employer contributions directed into the scheme in addition. New appointments from 1 July 2007 will be to a salary step determined by the employer and agreed with the employee, depending upon their relevant experience.

Remove allowances to reflect the provisions of the 2019 variation

Remove the following allowances: 4.2.4 Qualification bonus (IFE); 4.2.5 BA Filer; 4.2.6 TELARC qualification; 4.2.7 Tradespersons Work.

Increase on-call rate of payment

Increase on call rate of payment for those formally rostered on call from \$200 to \$220 per seven day period.

Clarify that a person cannot be rostered on-call while on annual leave

Insert this clarification into clause 4.3.

Clarify that changes to contractual hours of work must be with the employee's agreement

Reframe the construction of clause 4.3.2 by moving the words "with the agreement of the employee", to the start of the second sentence to emphasise that this agreement is the necessary precondition. The amended clause would read:

With the agreement of the existing employee, the hours set out above may be varied by the employer on either a temporary or permanent basis, provided that an overall average of 40 hours per week is maintained.

Clarify that call-out payments may be made in circumstances where someone is required to work while on-call but is not physically called back to work

Managers may approve a call-out payment for a person who is required to undertake substantive work while on-call, including where they are not physically required to leave their home in order to conduct that work.

Sick leave

Increase the provision of sick leave to be used for the purposes of caring for sick or injured dependents, to match the new statutory provision of 10 days total sick leave after 6 months' continuous service.

Tidy-ups

FENZ and PFU representatives to review the list of tidy-ups proposed by each party to identify which of these can readily be addressed as part of agreeing the new collective agreement, and then reflect any agreed tidy-ups in final terms of settlement.

Proposed additional commitments to be reflected in terms of settlement

Terms of settlement to be scheduled to the new collective agreement, so they are part of the terms of the agreement but for the duration of the new collective agreement only.

One-off member payment in lieu of 2021 annual remuneration review

A sum of \$2,000 (gross) to be paid to every PFU member covered by this collective agreement, as at the date of ratification. This will be paid on a pro-rata basis for members who were not employed for the full 2021 remuneration year.

Staffing, recruitment and establishment

Fire and Emergency will re-establish an Establishment Committee that will consider the current establishment makeup (including but not limited to 'the ratio'). FENZ agrees that there is an immediate need to increase career firefighter recruitment while this work is underway and commits to undertaking four recruit courses during the 2022/23 financial year.

Annual health checks/blood screening

All PFU members will be provided with financial assistance of up to \$250 plus GST per person, to undergo an annual health check and/or blood screening. The cost of the health check/blood screening will be met by FENZ via a reimbursement arrangement up to this amount (this does not preclude payment being made in advance of the cost being incurred by the employee).

This would be an interim arrangement for the term of this CEA, under the umbrella of the Health Standards work to be undertaken and which would potentially supersede this.

Further details to be established following negotiation and agreement with the PFU.

Psychological support/supervision pilot

Fire and Emergency to pilot targeted, pro-active psychologic support with a view to making it available to all career firefighters and dispatchers, through a partnership with the NZPFU, upon completion of a successful trial/pilot.

This targeted, pro-active psychologic support pilot, will operate within the following parameters:

- Delivers a structured approach to promote appropriate access to pro-active support that ensures quality, continuity of care and clinical safety for our people.
- Creates a safe physical environment for any psychological session to ensure any triggering/distressing response that an individual may experience is safely managed.
- Involves input from appropriately qualified SME clinician(s) and/or mental health professionals.
- Fire and Emergency to cover travel and other workshop related costs for engagement with NZPFU.
- Pilots an approach that is scaleable nationally.
- Expected to be completed within a 6 month timeframe.

The NZPFU would participate in the pilot design process as well as promote participation in the pilot to ensure enough personnel participate to provide a valid sample size (approx. 200 people).

Note: availability of clinical psychologists is not within Fire and Emergency's control. When urgent access to mental health care is needed, individuals should contact their GP or emergency care in the

first instance. While we make every effort to ensure we have relationships with a large number of psychologists across the country which can allow early access to appointments, and make every effort to make the process simple and timely, at times people may experience unavoidable delays.

Training for managers

During the term of this collective agreement, FENZ will develop and roll-out training for managers on operating effectively within a unionised environment, with input from the PFU.

Deployments

During the term of this collective agreement, FENZ and PFU will jointly review the current arrangements and process for the deployment of operational staff outside of their District, both domestically and internationally, in order to conduct operational response work.

This review will include consideration of appropriate compensation during deployments. However, the start point will be the appropriate application of existing terms and conditions contained within this PFU collective agreement.

Injury claims support

FENZ will take reasonable steps, in consultation with the PFU, to improve PFU member's ability to access the support available to them in the event of them suffering any form of injury (work or non-work).

Options that FENZ will consider as part of this work will include:

- Better training and support for managers who are required to provide evidence of exposures on behalf of FENZ in support of an ACC claim
- Centralising this function into a smaller number of roles who have received the necessary training and support to be more effective in this role
- Improving communication with PFU members regarding their Fire and Emergency NZ and ACC support pathways, including through the Welfare Officer and Safety Health and Wellbeing Advisor roles

A summary of currently available support services will be provided in terms of settlement (which was provided as Appendix 2 in FENZ' written response to PFU claims, Part 1).

Medical response

FENZ and the NZPFU to discuss the PFU's proposals for additional training or support that could be put in place, that the PFU believes is helpful or necessary for Firefighters and Dispatchers conducting this work – in preparing to do the work, conducting the work itself, and post incident.

FENZ is committed to expanding on the existing programme of training and support we currently have in place or in progress, where a need or benefit in doing so can be identified.

A summary of the relevant training and support we already have in place or in progress is provided (which was provided as Appendix 1 in FENZ' written response to PFU claims, Part 1), for the PFU to consider before submitting any proposals of additional measures for FENZ to consider introducing in this space.

Clarification of payment arrangements for weekend courses

In the Course attendance policy, FENZ will clarify that where a weekend course finishes early, a full day's payment will still be paid to both trainers and career trainees.

Structured and ongoing engagement

FENZ and the PFU agree that structured and ongoing engagement between the parties is of value. The objectives of structured and ongoing engagement are:

- To contribute towards increased levels of trust and confidence in the NZPFU / FENZ relationship from both parties and staff.
- To increase the confidence of key stakeholders in the nature and quality of the relationship between the parties, recognising the impact of this on the necessary support for initiatives in the current authorising environment in FENZ' position as a Crown Agency.
- To reduce the frequency and severity of disputes and issues arising between the parties, in the course of their ongoing relationship.
- To align the expectations of the parties in relation to how and when engagement will occur.
- To improve efficiencies, consistency in and transparency of the consultation and engagement processes that are followed between the parties.

Summary of structured engagement meetings/forums in current (or recent) operation, together with their purpose/remit

National Meetings

- Chief Executive & National Commander - monthly discussions on relationship and agenda of concerns
- National Engagement – People Branch DCE – industrial strategic relationship meeting
- National Safety Health Wellbeing – Overview of representation on HSW items of national interest
- National Safety Wellbeing – national strategy development group
- Health Standards Committee – development of health standards project.

National Advisory Groups

- National PPE – SME advice on development of working PPE, recommends purchase of PPE
- National Uniform – SME advice for Unified Uniform Project for updating of station wear
- MVA technical advisory group – SME advice on MVA equipment processes and procedures
- Medical Response Reference Group – SME advice on continuous improvement and processes for medical response
- Equipment & Logistics – SME advice, advising hose & equipment replacement and testing
- Training Standards Committee – advice on development of broad training standards across TAPS etc.
- All training working groups – SME advice for development of itemised specialist training, driving, BA, pumps etc.
- Type 3 working Group – SME advice for the development of new Type 3 appliances. There is a Type 3 Governance Group with NZPFU representation on it as well as the Type 3 Working Group with NZPFU representation
- Like for Like aerial working group – SME advice, replacement program of current aerial appliances. There is a Aerial Procurement Governance Group with NZPFU representation on it as well as the Aerial Procurement Reference Group with NZPFU representation.

Communication Centre Engagement

- Engagement on awareness of Comm. Cen. Operating procedures, processes and systems
- Engagement on any staffing issues and concerns.

District/Area Engagement

District meeting to be held monthly for the purposes of:

- Developing good relationships between District Leadership Teams and Local NZPFU committee executives
- Engagement on District business planning
- Developing awareness of fleet, equipment, property and PPE programs
- Engagement on local operating procedures
- Engaging on any subjects of importance between the parties
- District/Area Safety Health & Wellbeing – Connects to Region meeting.

Region Engagement

Region meetings to be held quarterly for the purposes of developing good relationships between Region Leadership and the collective Local NZPFU committee executives of the Region (presidents/Vice, Secretaries).

Further to this, engagement on:

- any outstanding issues raised at District engagement meetings
- the collective
- Region business planning
- National/Region fleet, equipment, property and PPE programs
- National/Region operating procedures
- any other issues of importance between the parties
- Region Safety Health & Wellbeing – Connects to National Meeting.

Covid19 stakeholder meeting - engagement and consultation of issues relevant to Covid 19