

## **PART 4 VARIATION INFORMATION SHEET**

The NZPFU raised with FENZ the disparity in the remuneration rates for FRMOs, Trainers, VSOs, Senior FRMOs and Senior Trainers (NTC) when compared with the PSA agreement. The disparity has arisen as the FENZ and NZPFU Collective Agreement for Uniformed and Communications Centre Employees 1 July 2015 to 30 June 2021 includes allowances for Part 4 members that are not applicable to the PSA agreement, and the PSA agreement has applied a higher market rate by 5%.

- FENZ has agreed to match the market rates across the CEA as part of the increase to the PART 4 remuneration rates (provided for in Clause 4.2.1 of the CEA) provided clauses 4.2.4 Qualification Bonus, 4.2.5 BA filler, 4.2.6 TELARC Qualification and 4.2.7 Tradesperson's Work allowances are removed and not applicable from 1 July 2019.
- This means the market rate for the relevant positions will be increased by 5% before the application of the additional 2% pay increase.
- FENZ has provided details on which allowances are being claimed and applied to Part 4 members. Few of our Part 4 members are currently qualifying for those allowances, and all members will receive an increase in their take-home pay if this proposal is accepted and implemented. The vast majority of applicable members will receive at least a 5% increase in their take-home pay even with the removal of the allowances currently being paid.
- The removal of these allowances would only apply to Part 4 of the agreement and would not affect allowances in Part 2 or Part 3 of the Collective Agreement. If members change roles and move from Part 4 to Part 2 of the agreement, the allowances in Part 2 will still apply.
- If the proposed variation is ratified the 5% increase to the market rate would be applied from 1 July 2019, and then the additional 2% rem review wage increase would be applied to the new rate. The backpay will take into account any of the applicable allowances paid between 1 July 2019 and the ratification of the variation. For those that were employed in the relevant classifications as of 1 July 2019 but are no longer employed in those classifications, they will receive any relevant backpay for the period 1 July 2019 to the date they ceased being employed in accordance with Part 4.
- FENZ has provided with NZPFU with data setting out any allowances currently being claimed by Part 4.
  - For about 80 of our members the above increases amount to 7.1% increase (including the 2% pay increase for all members covered by the Agreement).
  - For a small number of Part 4 members that had been receiving the Qualification Allowance (IFE) they will receive at least a 4.2% increase (including the 2% pay increase for all members covered by the Agreement).

We believe this is a great result of Part 4 members and as a Committee have resolved to propose it for ratification.

**This proposal requires a variation of the FENZ and NZPFU collective agreement as it removing clauses 4.2.4 ,4.2.5, 4.2.6 and 4.2. As these changes only affect members employed in positions covered by Part 4, only Part 4 members will be able to vote.**

**You have been sent a link to vote in favour or against the variation. If you vote in favour of the variation then the four specified clauses will not apply to Part 4 and the new remuneration rates will apply from 1 July 2019.**

The Clauses to be removed from Part 4 as part of the variation are:

**QUALIFICATION BONUS**

- 4.2.1 Employees employed under Part Four of this Agreement are entitled to the Qualification bonus allowances specified in Part 5 Table 1 of this Agreement relating to the Institute of Fire Engineers where they meet the eligibility criteria for those allowances.

**BA FILLER**

- 4.2.2 When the employer requires an employee to attain and hold certification as a BA Filler, the employer will pay an allowance as set out in Table 7 Part 5 on attainment of the certification and at each re-certification, provided that the employer still requires the employee to hold the certificate.

**TELARC QUALIFICATION**

- 4.2.3 Employees required to act as signatories to the TELARC Standard and appointed by the employee's Manager to certify the tests shall be paid the TELARC allowance set out in Table 7 of Part 5 of this agreement.

**TRADESPERSON'S WORK**

- 4.2.4 If an employee is required to perform the work of any trade in respect of which there is apprenticeship order (or modern day equivalent), he/she shall be paid the allowance set out in Table 7 of Part 5 of this Agreement.

The proposed new rates (including the parity adjustment and the 2 per cent pay increase) are:

***PART 4 – CLAUSE 2 - REMUNERATION***

*4.2.1 Remuneration Rates for Fire Risk Management, Trainers and Volunteer Support Officers*

With effect from 1 July 2019

	<b>Minimum appointment step</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Additional qualification step</b>
<i>FRMO Trainer VSO</i>	\$70,375	\$76,186	\$77,891	\$79,571	\$81,263	\$84,862	-
<i>Senior FRMO Senior Trainer (NTC)</i>	\$81,399	\$83,131	\$84,862	\$86,595	\$88,759	\$90,924	\$95,254

*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.*