



Fao: Derek Best
Professional Firefighters Union
By email

25 July 2017

Dear Derek

Subsequent to our discussions regarding the market-movement for firefighter's remuneration, I would like to restate a number of points for you, and the PFU membership, regarding this year's movement.

Paying the Firefighter market movement has been top-of-mind in recent months and something we would have wanted to do in July if this had been at all possible. We have paid this movement on time since our agreement, and this year we could not manage to do this – I apologise for this.

Our focus has been on ensuring that all our people were paid as we transitioned into Fire and Emergency NZ. This milestone has been successfully passed, and had been a major source of concern.

To ensure we progress the Payroll and REM work for our firefighters, we have brought in extra resource in to assist us as well as staff from our payroll supplier.

The team are now working on this as a priority – and the work requires a full 6-weeks to implement and test. Due to our payroll pay-dates, this means that it will be completed by the end of August, missing the August pay date (all pay-runs needs to be completed & tested by the payroll team the week prior to payment). This means that paying on 30 August is technically impossible. We remain committed to paying on the next available pay-date, which is the week of 11-Sept.

This situation is not one of our choosing; it is a result of a wide range of circumstances and "system impacts" that were unavoidable.

I acknowledge that our intent in agreeing the market movement was to pay on the first available payday in July; however as I know you are aware, the circumstances this year regarding our transition to Fire and Emergency NZ are exceptional, and not going to be repeated. If we had been able to pay the Firefighter movement in July, we would have.

Having NHQ closed for 10 weeks also affected our ability to do early preparatory work.

In summary, we want to get this right and not have to "redo" work – and have a REM/Payroll schedule that is the most busy it has been for over a decade. We are doing everything we can to ensure that the September date is met, which includes adding capacity to the team to ensure resources are not a constraint.

If you have any questions, or wish to discuss this further, please let me know.

Thanks, Hamish

Director, People & Capability | *Pou Atawhai Tangata*
National Office, Wellington