**AGREEMENT FOR SECONDMENT INTO THE FENZ TRANSITION OFFICE BETWEEN THE CHIEF EXECUTIVE OF THE NEW ZEALAND FIRE SERVICE (THE EMPLOYER) AND THE NEW ZEALAND FIREFIGHTERS UNION (THE UNION)**

1. The FENZ Transition office wishes **XXXXXXX** to act on a temporary basis to the position of **XXXXXX** in the FENZ Transition Office (a Secondment).
2. The period of Secondment is from **XXXXXX** until **XXXXXX**.
3. When the period of the Secondment ends **XXXXXX** will return to their previous position of **XXXXXX** at **XXXXXX** station on **XXXXXX** watch.
4. Prior to commencing the Secondment **XXXXXX** will be given at least 48 hours off duty and also a clear 48 hours prior to their return to their normal watch.
5. During the period of the Secondment **XXXXXX** will continue to be employed as the terms and conditions of the Collective Agreement, except that
6. In addition to the wages received by **XXXXXX** as an **XXXXXX**, a further two payments will be made of:
	1. $XX per week to compensate for overtime that is most likely to have been earned during the period of secondment. The amount is based on annual overtime earnings for the past 12 months pro-rated for the period of the secondment term.
	2. XX% of current annual base salary pro-rated for the period of the secondment term.

[Select one. For a Senior Advisor, rate is 17% of current annual base salary. For an Advisor, rate is 12% of current annual base salary]

* 1. Both payments will be subject to the employers Superannuation subsidy at the applicable rate.
1. No additional payments as required by the Collective Agreement for work outside of usual hours or in excess of 42 hours per week shall be required to be made.
2. All travel and accommodation costs will be meet by the employer where the Secondment requires travel from outside Wellington. Accommodation will be of a standard agreed between the parties.
3. Telephone/Communication Services – costs for a cell phone and cost for all business related calls will be met by the employer. The cost of calls to the Secondee’s home will also be met.
4. Either party can terminate the secondment with 14-days written notice.
5. The conditions of this secondment are specific to the FENZ transition project up to 30 June 2017 only and do not set precedents for future secondment arrangements.

The employee …………………………………… ……………………………………

 Date

On behalf of the NZPFU …………………………………… ……………………………………

 Date

On behalf of the Chief Executive …………………………………… ……………………………………

Of the N.Z. Fire Service Date

On behalf of the FENZ Transition …………………………………… ……………………………………

Office Date