



NEWSLETTER TO MEMBERS

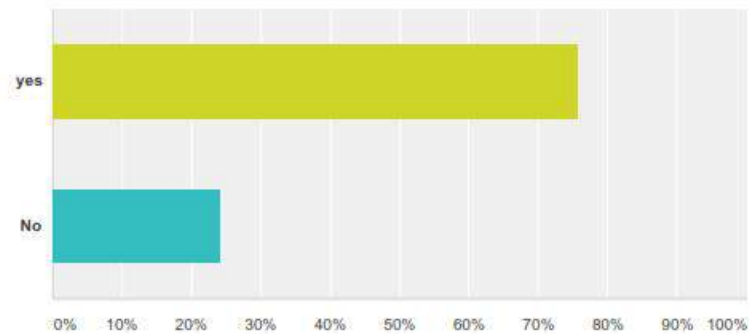
Included is a Summary Result of the Survey carried out earlier in the year and relating to the C.A. Ratification which included the outcomes of a Job Sizing exercise.

The Union Committee is looking closely at the Survey responses in an effort to learn how things can be done better in the future.

However, the Committee does take some comfort that the efforts to get full information to members, the separate information meetings (including management), and the Union's Ratification meetings did appear to be widely appreciated – particularly given the complex and very significant issues involved.

Q1 Did you vote in the last ratification process?

Answered: 843 Skipped: 5



Answer Choices	Responses
yes	75.68%638
No	24.32%205
Total	843

Question 2 open responses

This question asked the respondents to give a brief explanation why they did not vote in the last ratification process.

This question was answered by 206 and not answered by 642 respondents. Interestingly enough, only 205 respondents answered question one indicating No they didn't vote.

The most popular reason was unable to attend and reasons varied with the most popular being out of town, overseas, on holiday, on shift and unable to get to the meeting.

Survey one CEA 2013

Q2 If you answered no, please explain why not

Answered: 202 Skipped: 615

#	Responses	Date
1	Overseas on holiday	3/5/2014 8:01 PM
2	I was away on holiday in Thailand	3/5/2014 7:32 AM
3	I was travelling around the country on the Telemetry Project and kept missing meetings!	3/4/2014 4:33 PM
4	i was away and didnt think the offer was worth voting on	3/4/2014 10:02 AM
5	as we are not able to vote by proxy(overseas)-ridiculous	3/3/2014 3:15 PM
6	could not make it to the meeting	3/2/2014 4:55 PM
7	Could not attend do to committments I could not get out of. I have attended all others	3/2/2014 7:41 AM
8	Did not due to it not affecting Firecoms	3/2/2014 5:48 AM
9	Can't be bothered with the childish bickering in the meetings.	3/1/2014 5:35 PM
10	Was away overseas at time	3/1/2014 2:18 PM
11	The system is outdated and not a particlarly great use of my time.	2/28/2014 5:17 PM
12	i did not know it was a vote meeting	2/28/2014 4:59 PM
13	wasn't here and I didnt realise it was a meeting to vote!	2/28/2014 4:59 PM
14	out of town	2/28/2014 1:35 PM
15	There was no point attending to vote as the membership always vote they way the national executive instruct (or reccomended as they would say) them to vote. Its a fate accompli.	2/28/2014 12:50 PM
16	In hospital undergoing chemo	2/28/2014 8:03 AM
17	stuck on shift at Comcen no way to get to meetings	2/28/2014 7:49 AM
18	I was out of town	2/28/2014 7:35 AM
19	waste of my time, do it on line	2/28/2014 7:31 AM
20	As I live an hour north of Auckland and the voting was done on my days off I wasn't prepared to drive two hours round trip plus time taken to go to meetings when I think this could all be done with on line voting.	2/28/2014 7:28 AM
21	I was unable to attend a ratification meeting.	2/28/2014 7:21 AM
22	FRMO staff were not notified of voting.	2/28/2014 6:06 AM
23	Out of the country competing at World Police and Fire Games	2/6/2014 11:18 AM
24	I was unable to attend due to childcear requirments.	1/27/2014 8:18 AM
25	Due to being away	1/25/2014 10:44 AM
26	Not the best for us in the future	1/22/2014 6:29 PM
27	away	1/22/2014 7:42 AM
28	Not sure but must have been away or had a funeral or something. Can't actually remember.	1/19/2014 12:59 PM
29	Because I had two sick children at home & no-one availiible to look after them when meetings were on. Hence I been suggesting e-mail voting for people in extenuating circumstances such as mine.	1/19/2014 8:47 AM
30	Was away on extended leave for 9 weeks	1/16/2014 10:24 AM

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31	I was on Leave at tiime, and heading over to Aussie	1/13/2014 8:40 AM
32	Because I am in Part 4 of the Collective and my conditions had already been sorted with out consultation and the largest impact of the Collective was to the Operational Firefighters	1/13/2014 8:26 AM
33	On leave	1/13/2014 7:53 AM
34	I was out of town and could not get to a meeting	1/12/2014 5:27 PM
35	I'm leaving in January	1/12/2014 3:25 PM
36	out of town	1/12/2014 9:15 AM
37	unclear of direction of travel. A bit criptic!!	1/12/2014 7:47 AM
38	Away on leave.	1/11/2014 8:06 AM
39	Out of country at time.	1/10/2014 1:34 PM
40	Busy with family matters.	1/10/2014 12:29 PM
41	out of the area and was not allowed to vote before I left !	1/10/2014 7:55 AM
42	I was away fishing	1/9/2014 6:34 PM
43	no	1/9/2014 11:44 AM
44	I was not able to attend the meeting due to very sick children	1/8/2014 2:40 PM
45	on leaveand the union rep did not notify of the meeting	1/8/2014 11:01 AM
46	I was overseas	1/8/2014 10:46 AM
47	I was away	1/8/2014 10:13 AM
48	on leave	1/8/2014 10:11 AM
49	a friend needed my help	1/8/2014 9:49 AM
50	Not available	1/8/2014 8:39 AM
51	completly forgot	1/8/2014 7:41 AM
52	On holiday in Queenstown	1/8/2014 7:39 AM
53	this unions voting is archaic no other union in the ctu votes like we do. it has always and will always be subject to fraud and tampering by those at the highest level. Derek Best and cronies	1/8/2014 6:36 AM
54	Was off duty and couldn't afford the time to sit through the anticipated hours of preamble and arguement	1/7/2014 3:17 PM
55	I was on leave	1/7/2014 1:39 PM
56	over seas	1/7/2014 10:09 AM
57	Out of town	1/7/2014 9:00 AM
58	Was on holiday	1/7/2014 8:10 AM
59	I was on leave in Auckland	1/6/2014 9:05 PM
60	Was on leave at the time, and not advised of ratification meetings.	1/6/2014 6:32 PM
61	on leave	1/6/2014 5:52 PM
62	busy	1/6/2014 5:36 PM
63	i was out of town	1/6/2014 4:20 PM
64	To far to travel as it was during my leave period and out of town	1/6/2014 1:42 PM
65	I was in Europe for WPFF games	1/6/2014 1:29 PM
66	2 very young children to look after.	1/6/2014 1:07 PM
67	unable to attend medical reasons	1/6/2014 9:31 AM

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68	Unable to attend the meeting, therefore unable to vote.	1/6/2014 8:24 AM
69	Overseas (Bali) on annual leave.	1/6/2014 8:08 AM
70	Didnt attend meeting	1/6/2014 7:57 AM
71	Could not get to a meeting	1/6/2014 7:42 AM
72	Black watch personnel are grossly outnumbered by fire fighters that our votes become irrelevant.	1/6/2014 7:32 AM
73	I was out of the area on business.	1/6/2014 7:27 AM
74	Not in Hamilton on the day of meeting.	1/6/2014 6:26 AM
75	had some family commitments on around time and forgot to vote	1/5/2014 7:29 PM
76	Because there was no platofmr to vote if I couldn't attend a meeting. I even asked if I could come in before the meeting and vote and was told not. It's actually quite archaic.	1/5/2014 6:02 PM
77	1. There have been many occasions over the last few years where the local union has gone out of its way to disadvantage me. I used to go to meetings whenever possible. Now I never go. 2. I see no reason why the voting is not done online. Most of it could be done by email and everyone could vote whether they are working or even overseas on holiday. Its time the Union realised that its now 2014...	1/5/2014 5:44 PM
78	Previous engagements organised. Also at the time I did not feel strongly enough and didn't feel educated enough on proposed contract to make a calculated decision on what was best for myself and my fellow Firefighters.	1/5/2014 5:41 PM
79	i was unavailable to be at the meeting, i was in favour of the proposel and was pretty sure the vote would be yes	1/5/2014 5:40 PM
80	I was unable to attend on the dates set aside due to child care	1/5/2014 5:37 PM
81	i look after my 3 children while my wife works	1/5/2014 5:34 PM
82	I was overseas	1/5/2014 5:31 PM
83	Unable to get to meeting.	1/5/2014 3:04 PM
84	Due to work related travel, I missed all the meetings.	1/5/2014 3:03 PM
85	Frustration, a sense of feeling that the ratification was a done deal and yet again we were going to get shafted.	1/5/2014 2:35 PM
86	Did not like the contract, and thought it better to obstain than to influence the thoughts of others	1/5/2014 2:23 PM
87	I was not given sufficient time to arrange chilcare.	1/5/2014 1:43 PM
88	overseas	1/5/2014 1:20 PM
89	On Leave	1/5/2014 12:50 PM
90	Was out of the area at the time	1/5/2014 12:12 PM
91	Away on Holiday	1/5/2014 12:07 PM
92	Was not able to attend either meeting. Arrangements were made to attend the second ratification. But due to the selfish need of another Officer, the arrangements made were changed.	1/5/2014 10:56 AM
93	Unavailable to attend meetings	1/5/2014 10:30 AM
94	Could not get to the meeting location	1/5/2014 10:20 AM
95	Was out of time when the meeting was held	1/5/2014 10:04 AM
96	I'm a newbie.....	1/5/2014 9:22 AM
97	The ratification process did not apply to Communications Centre Staff	1/5/2014 9:21 AM
98	I was out of town an unable to attend the reatification meetings. I had planned to vote at NTC as i was going there but the dates of the NTC meeting were changed and I missed that as well.	1/4/2014 10:23 AM
99	was away from station on holiday and could not make it.	1/3/2014 8:28 AM
100	Unable to attend meeting	1/3/2014 8:24 AM
101	i was away	1/3/2014 7:31 AM

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102	Not on a work day.We should have voting papers at Station.Some members live miles away.	1/2/2014 8:51 AM
103	Did not agree with details of ratification but new the majority did.	1/2/2014 8:21 AM
104	Was at dentist getting a broken tooth extracted	1/2/2014 7:38 AM
105	my vote would have made no difference	1/1/2014 4:29 PM
106	have kids to look after at home nor do I wish to travel all the way in to work 1 hour round trip	1/1/2014 7:29 AM
107	could not attend meeting to care for my family	12/31/2013 2:01 PM
108	I was away on holiday at the time, therefore I was unable to vote.	12/31/2013 12:58 PM
109	unable to attend	12/31/2013 8:55 AM
110	not in country	12/31/2013 7:44 AM
111	was away and forgot	12/30/2013 5:39 PM
112	didnt have access to voting papers	12/30/2013 2:46 PM
113	As I was overseas, I was not given the chance to vote. Perhaps that now that the union has discovered the internet, online voting could be brought in.	12/30/2013 10:42 AM
114	on nwa. didnt know it was on.	12/30/2013 9:19 AM
115	Unable to attend scheduled ratification meetings	12/30/2013 8:41 AM
116	From the limited information provided, the ratification process was aimed at the coloured watches, not black watch, hence there was no real benefit in attending the meetings.	12/30/2013 8:27 AM
117	i voted	12/30/2013 8:23 AM
118	I was on duty on the day of the ratification meeting in Wellington and our appliance was not permitted to attend. Unfortunately I had to attend a funeral at the time of the meeting in Lower Hutt.	12/30/2013 8:10 AM
119	Am currently working on black watch and nobody notified us that the ratification meeting was being held. The sooner we change to online voting the better off we will all be.	12/30/2013 7:25 AM
120	I saw away at the time . When I got back the vote was closed . If I had the ability to vote on line I would have.	12/29/2013 6:05 PM
121	On sick leave in hospital at time of voting	12/29/2013 11:15 AM
122	we were away at the time of voting and should have been offered the chance to vote as right as a paid up member	12/29/2013 8:42 AM
123	I do not believe that there is integrity in the voting system. Photocopied pieces of paper, unnumbered or marked by an identifying mark. How can i be sure that my vote counts.....that it is not altered or dismissed. Previously i was told that as i was out of the country (albeit on a NZFS course) i could not vote or cast a proxy vote. What's with that???	12/29/2013 8:40 AM
124	Out of town,	12/29/2013 7:47 AM
125	Out of town on building project, unable to attend	12/28/2013 6:13 PM
126	Don't understand them and who cares about comcen staff? noone	12/28/2013 5:44 PM
127	was not able to get to station to vote.	12/28/2013 10:13 AM
128	unable to attend meeting	12/28/2013 7:57 AM
129	I Was in America	12/28/2013 7:32 AM
130	Not the slightest bit interested	12/28/2013 7:23 AM
131	Unfortunately I was in Australia and was therefore unable to vote at all. I feel this needs to be looked at as would have definitely liked to have voted.	12/27/2013 7:02 PM
132	at home sick.	12/27/2013 5:28 PM
133	Overseas at the time but would have probably voted no as low ranked fireman did not recieve enough	12/27/2013 10:58 AM
134	out of country at time of meetings and voting	12/27/2013 8:37 AM

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135	Outcome already determined by Union council/committee recommending ratification of the Hearn (current) contract.	12/27/2013 8:02 AM
136	Because I had a newborn child and they required immunisation that day	12/27/2013 7:38 AM
137	Not sure of correct option to take. Pay structure was confusing, didnt fully understand, even after attending meetings and reading material.	12/27/2013 7:19 AM
138	I was out of teh country at the time	12/27/2013 7:19 AM
139	Away on overseas holiday	12/27/2013 6:51 AM
140	I was out of the area and was unable to vote because I could'nt attend the meeting.	12/26/2013 6:35 PM
141	At home with sick child	12/26/2013 5:31 PM
142	I was away from work on a work accident	12/26/2013 5:17 PM
143	Schedule, unable to attend meetings during work hours.	12/26/2013 11:23 AM
144	I was only able to attend the first part of the ratification meeting. I had to leave for a pre arranged appointment well before the meeting got into the voting stage.	12/26/2013 10:08 AM
145	Already committed on the days of the votes before meeting dates published.	12/26/2013 7:57 AM
146	u8nable to attend	12/26/2013 7:48 AM
147	Looking after sick child on meeting date	12/26/2013 7:45 AM
148	Because the voteing system is a fraud!!!!	12/26/2013 7:28 AM
149	Was away on a trip when the ratification meeting took place.	12/25/2013 9:03 PM
150	Not fair for everybody including myself.	12/25/2013 5:51 PM
151	I didnt think it was worth my time turning up to vote on something so complicated	12/25/2013 5:33 PM
152	was out of town on the date	12/25/2013 5:27 PM
153	I received no official corresponsdence either by mail or email about the dates I was to vote on and the venue to place the vote. I only recieved piece-meal slices of information by listening in to other colleagues conversations about voting and I was away on leave cycle over the period leading upto and past the voting period. A formal letter to either my private home address and/or station addressed to me outlining the details in full accuracy on how and when to vote would have acceptable.	12/25/2013 10:33 AM
154	It is unaccesible if you are on leave, to have to turn up in person in this day and age of IT (electronic votong) is a farce. The union is living in the dark ages.	12/25/2013 8:43 AM
155	Didn't really pay that much attention at the time.	12/25/2013 7:55 AM
156	Was overseas	12/25/2013 7:53 AM
157	I was overseas :-(12/25/2013 7:37 AM
158	Child care Duties with no travel at the time. Plus no other way to vote, no online or other...	12/25/2013 7:36 AM
159	Due to commitments outside of work, I was unable to attend. Not being able to do an online vote through a system such as this is exceptionally frustrating.	12/25/2013 7:35 AM
160	At an organised fire service comp,that had been planned for 8 months.	12/25/2013 7:20 AM
161	was on duty and unable to attend	12/25/2013 6:36 AM
162	was away at that time	12/24/2013 9:16 PM
163	I had family commitments on day of vote	12/24/2013 8:32 PM
164	unable to get to meetings due to an injury. Not able to sit in a car at the time.	12/24/2013 7:01 PM
165	Left it to others	12/24/2013 6:55 PM
166	Wasn't invited to as the comm centres appeared to be left out of the ratification process.	12/24/2013 6:52 PM
167	no	12/24/2013 6:46 PM

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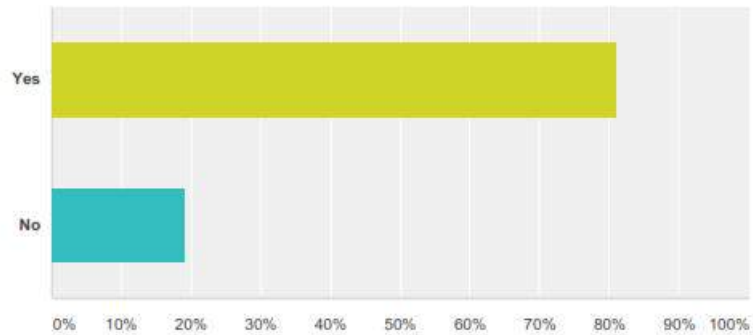
168	I was flying in to Christchurch at 1130 & the meeting was at 0800. there was only one meeting.	12/24/2013 6:18 PM
169	Because the voting system is not counted or organised by a seperate organisation and I feel from past voting outcomes that you simply manipulate the results to suit your own agenda	12/24/2013 2:02 PM
170	Unable to get to Ratification meeting.	12/24/2013 10:58 AM
171	Couldn't attend meeting	12/24/2013 10:54 AM
172	Out of town	12/24/2013 10:27 AM
173	Couldn't be bothered. Things change with out me having to vote.	12/24/2013 10:10 AM
174	was unaware that meeting was being held as was on leave. Perhaps an email or txt from the branch or national would be useful	12/24/2013 9:59 AM
175	Too busy	12/24/2013 9:34 AM
176	couldn't make it to the meeting	12/24/2013 9:32 AM
177	I wasnt present	12/24/2013 9:06 AM
178	I was unable to make the ratification meeting due to operational commitment at the time.	12/24/2013 9:04 AM
179	was on leave and not advised of event.	12/24/2013 9:01 AM
180	Because I was out of town during that period.	12/24/2013 8:48 AM
181	I was overseas	12/24/2013 8:23 AM
182	Because I was away. If there had been internet based voting i could have voted!	12/24/2013 8:19 AM
183	Other things on prevented me being able to attend	12/24/2013 7:32 AM
184	away on leave	12/24/2013 7:31 AM
185	Childcare.	12/24/2013 6:51 AM
186	I was not able to attend the ratification meeting due to being out of town with my wife who was meeting with a medical specialist in another city.	12/24/2013 6:33 AM
187	I was on night Shift and sleeping. I also knew that the ratification would go through and on this occassion my vote was not required. If it were close I would have made the effort.	12/24/2013 6:25 AM
188	i got a big pay rise and the QFF long term didnt. very unfair. you need to look after them.	12/24/2013 5:53 AM
189	I didnt know when or where the ratification voting was.	12/24/2013 5:50 AM
190	To be honest, the cost of petrol for me to turn up, outweighed my objection to a contract which our national committee / management pushed down our throats, resistance seemed and was futile. :)	12/23/2013 7:43 PM
191	first aid course on day intending to vote	12/23/2013 6:35 PM
192	On sick leave	12/23/2013 6:26 PM
193	I was away at the time and couldnt attend meeting. Could have voted on line had it been available however	12/23/2013 6:20 PM
194	I was on leave and not given the opportunity	12/23/2013 6:05 PM
195	I was overseas on an extended trip thru Europe and was not receiving regular texts/e-mails.	12/23/2013 5:55 PM
196	Ratificatiion voting was meant to start at midday, it did not happen until 2pm, I had kids to look after and couldn't wait around all day to vote.	12/23/2013 5:52 PM
197	Option was not presented, or didnt seem to be available	12/23/2013 5:36 PM
198	I was not in the country and you do not provide the opportunity to vote online.	12/23/2013 5:22 PM
199	Was sleeping after nightshift - time and location didnt suit	12/23/2013 5:11 PM
200	I was away from work	12/23/2013 4:53 PM
201	away at the time of voting so unable to vote let alone put a proxy vote in, this needs to be addressed as this type of vote needs as many members voting that want to and can.	12/23/2013 4:46 PM

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202	i was away on holiday	12/23/2013 4:45 PM
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Q3 Did you attend an information meeting prior to ratification meeting?

Answered: 840 Skipped: 8



Answer Choices	Responses	
Yes	80.95%	680
No	19.05%	160
Total		840

Question 4 open responses

This question asked respondents to briefly explain why they did not attend an information meeting prior to the ratification meeting.

160 respondents answered No they did not attend an information meeting. The reasons mirrored the responses in question 2

Survey one CEA 2013

Q4 If you answered No, please explain why not

Answered: 160 Skipped: 688

#	Responses	Date
1	was unable to attend meeting due to family commitments	3/5/2014 6:28 PM
2	other work committments	3/5/2014 6:02 PM
3	i was away	3/4/2014 10:02 AM
4	Was out of the country	3/3/2014 1:13 PM
5	could not make it to the meeting	3/2/2014 4:55 PM
6	As per before	3/2/2014 5:48 AM
7	Same reason as before, it seems those that yell the loudest get the most attention! too much of an old boys club!	3/1/2014 5:36 PM
8	was away overseas at time	3/1/2014 2:18 PM
9	I was either working or not able to get to any of the meetings	3/1/2014 9:25 AM
10	out of town	2/28/2014 1:35 PM
11	Away on holiday. Out of the country.	2/28/2014 1:21 PM
12	The information meetings were just the union being used as a vehicle for the boss to get their message acroos to staff why they think staff should vote for a poor contractual offer. And it worked.	2/28/2014 12:51 PM
13	Was out of the city	2/28/2014 10:07 AM
14	on holiday	2/28/2014 8:36 AM
15	what is a information meeting	2/28/2014 7:50 AM
16	working my second job	2/28/2014 7:38 AM
17	Same answer as above.	2/28/2014 7:28 AM
18	I was unable to attend the pre ratification meeting.	2/28/2014 7:22 AM
19	FRMO staff were not notified of meeting dates.	2/28/2014 6:07 AM
20	Family commitments made it hard for me to attend.	1/23/2014 6:57 AM
21	on leave	1/19/2014 6:29 PM
22	unable to make the dates	1/13/2014 12:31 PM
23	local meetings normally around 16:00 hrs, I am based an hour away from where meetings are held. I normally attend meetings held earlier in the day	1/13/2014 8:42 AM
24	As explained in Q2	1/13/2014 8:26 AM
25	Off Duty and not in Town	1/13/2014 7:54 AM
26	Leaving soon	1/12/2014 3:26 PM
27	Forgot	1/12/2014 8:02 AM
28	Working	1/11/2014 5:40 PM
29	The Fire Service HR manager was there	1/10/2014 7:01 AM
30	I was away with my family .	1/8/2014 8:38 AM
31	busy	1/8/2014 7:42 AM

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32	Was bad timing on my part at the time. However I did receive the info i needed to hear throughout from different sources.	1/8/2014 7:21 AM
33	Wa	1/7/2014 3:17 PM
34	same	1/7/2014 10:10 AM
35	Other commitments	1/7/2014 8:40 AM
36	I was on leave, and away from the area over that time.	1/7/2014 8:01 AM
37	I was away instructing on a course.	1/6/2014 9:06 PM
38	away	1/6/2014 5:29 PM
39	Travell	1/6/2014 5:13 PM
40	Experience teaches me that what we as a group turn down we will accept at the next meeting. Also meetings are poorly managed as a few with strong opinions will have their say many times	1/6/2014 2:57 PM
41	as before	1/6/2014 1:42 PM
42	Havent attended a union meeting since I was shafted by the local union in 2013.	1/6/2014 7:58 AM
43	too busy	1/6/2014 7:25 AM
44	Was not aware of the meeting.	1/6/2014 6:27 AM
45	same reason as prior	1/5/2014 7:29 PM
46	unable to attend due to childcare rsponsibilities	1/5/2014 7:07 PM
47	Looking after my kids	1/5/2014 6:29 PM
48	I was out of town at time of meeting	1/5/2014 6:29 PM
49	To really understand the changes to the contract I would rather have it in writing. though the meetings are usefull for raising concerns among staff which may not have been addressed/ thought of before.	1/5/2014 5:45 PM
50	As above. I have completely lost faith in the local union	1/5/2014 5:45 PM
51	off duty, live in Taranaki, work in Hamilton	1/5/2014 5:38 PM
52	same as q1	1/5/2014 5:34 PM
53	working second job	1/5/2014 5:32 PM
54	Was out of town on the day of the meeting	1/5/2014 5:21 PM
55	Because I don't feel like the Union listens to our concern's and it seems like most meeting's I have been to the Union already made their mind's up on what direction they want to go in.	1/5/2014 5:11 PM
56	Unable to attend due to police shooting on northern motorway which meant my jump was late.	1/5/2014 3:06 PM
57	Work related travel - I was never in a place where a meeting was held.	1/5/2014 3:04 PM
58	My first child was due around that time. Other staff who did attend explained the conditions to me.	1/5/2014 2:37 PM
59	Time, I was un available.	1/5/2014 2:23 PM
60	On holiday	1/5/2014 1:44 PM
61	Family commitments	1/5/2014 1:42 PM
62	overseas	1/5/2014 1:20 PM
63	Unavailable to attend due to other commitments	1/5/2014 10:30 AM
64	I was overseas, and when I returned the promised follow-up meetings were cancelled.	1/5/2014 9:44 AM
65	I was working and didn't take the truck to a meeting.	1/5/2014 9:44 AM
66	I live ion Tauranga. travel was an issue.	1/5/2014 9:36 AM
67	usually the meetings are run in conjuncion with the ratification. these just go round and round.	1/5/2014 9:23 AM

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68	None of the information being presented related to Communications Centre Staff	1/5/2014 9:22 AM
69	Was unaware of this until now	1/5/2014 9:22 AM
70	I was out of Town	1/5/2014 9:22 AM
71	Annual Leave	1/2/2014 9:40 AM
72	Looking after my kids who were sick.	1/2/2014 9:13 AM
73	Read what I needed to know.	1/2/2014 8:52 AM
74	Other comitments	1/2/2014 8:22 AM
75	important business	1/1/2014 5:11 PM
76	pointless	1/1/2014 4:30 PM
77	you cancelled	12/31/2013 4:13 PM
78	Used only methods to decide e.g notices from NZPFU, NZFS	12/31/2013 10:45 AM
79	I was away when it was on and was unable to be there but our local rep gave me a pretty good run down on it.	12/31/2013 8:16 AM
80	because i was ill	12/31/2013 7:56 AM
81	isolated location requiring 3.5 hours of travel one way to get to a meeting	12/30/2013 2:47 PM
82	did	12/30/2013 12:23 PM
83	Not enough times available that were suitable for all watches.	12/30/2013 10:39 AM
84	didnt know they were on	12/30/2013 9:20 AM
85	again there was no notification to black watch of the meeting date	12/30/2013 7:25 AM
86	these meetings seem to be a venting platform for staff who go over the same gripes everytime always bringing up what happened years ago. Its time to move on and I can't be bothered listening to all that rubbish	12/30/2013 5:51 AM
87	I am the main care giver of 3 children under the age of 5. I could not make it as i had to look after them. Likewise with the actual ratificaiton meeting.	12/29/2013 8:42 AM
88	Was away on annual leave for the one held in my district and then couldnt get anyone to let me into the next one I was available for due to it being out of my district - I assume no one knew who I was, as plenty of people saw me at the door trying to get someones attention	12/29/2013 8:04 AM
89	as per previous answer	12/28/2013 5:44 PM
90	Wasn't able to attend at that time	12/28/2013 12:56 PM
91	Once again not the slightest bit interested	12/28/2013 7:24 AM
92	only have 1 car which the wife was using for work. so with kids couldnt get there.	12/27/2013 5:29 PM
93	unable to	12/27/2013 3:42 PM
94	I was on leave at the time	12/27/2013 1:47 PM
95	Overseas	12/27/2013 10:58 AM
96	out of country at time	12/27/2013 8:37 AM
97	The meeting was not a Union meeting and parameters were set on what type of questions/discussion that would be considered (by the union) to be appropriate. I considered it to be a meeting for the employer to talk to staff organised by the union I would have considered going if the FS had of paid for my time.	12/27/2013 8:05 AM
98	I was not rostered on or I was out of town.	12/27/2013 7:05 AM
99	Away on overseas holiday	12/27/2013 6:52 AM
100	On Holiday	12/26/2013 2:14 PM
101	,	12/26/2013 1:21 PM

Survey one CEA 2013

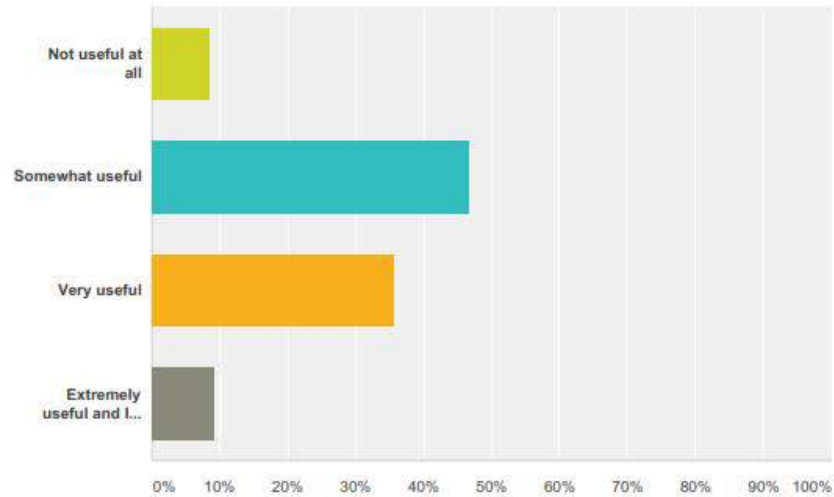
102	not on duty, and no meetings close to my home	12/26/2013 1:11 PM
103	again, unable to attend, also, no motivation to attend as there was nothing in the contract negotiations for me,	12/26/2013 11:24 AM
104	Out of town	12/26/2013 9:23 AM
105	unable	12/26/2013 8:33 AM
106	Live to far from station. Did not want to drive in for a meeting on day off	12/26/2013 7:49 AM
107	I was unalbe to attend	12/26/2013 7:39 AM
108	out of town on this date	12/25/2013 5:29 PM
109	Later dates were cancelled in Auckland which I intended to attend.	12/25/2013 12:14 PM
110	Again I received no formal correspondace as to the entire voting operation.	12/25/2013 10:34 AM
111	Felt I had enough information to make an informed choice	12/25/2013 10:12 AM
112	out of town	12/25/2013 8:08 AM
113	Question 2	12/25/2013 7:55 AM
114	Was overseas	12/25/2013 7:53 AM
115	No information on meeting	12/25/2013 7:37 AM
116	info meeting was prior to ratification meeting and was on duty	12/25/2013 6:37 AM
117	information was not relevant to me	12/25/2013 5:58 AM
118	didnt know there was one	12/24/2013 9:16 PM
119	Left it to others	12/24/2013 6:55 PM
120	Again the comm centres were left out of anything that had to do with the ratification. It is like we are a side arm or not that important to the process.	12/24/2013 6:54 PM
121	no	12/24/2013 6:46 PM
122	overseas when local meetings held,	12/24/2013 6:00 PM
123	Unable to attend but downloaded and read information and proposal	12/24/2013 5:42 PM
124	Overseas on leave at the time of the meetings.	12/24/2013 4:48 PM
125	Was unable to attend due to work commitments	12/24/2013 1:52 PM
126	overseas on holiday	12/24/2013 11:35 AM
127	Was on leave and forgot it was on	12/24/2013 11:27 AM
128	Other commitments	12/24/2013 11:07 AM
129	Unaware of meetings time and location.	12/24/2013 10:59 AM
130	I could not understand why the Fire Service was needed to help explain the offer. Did that mean that the Union executive did not fully understand the proposed contract?	12/24/2013 10:44 AM
131	On duty and were not allowed to attend due to Fire cover issues	12/24/2013 10:15 AM
132	why waste my time. Would it have made a difference?	12/24/2013 10:11 AM
133	too busy	12/24/2013 9:34 AM
134	i couldnt attend due to prier commetments	12/24/2013 9:07 AM
135	Was briefed fully by our local rep who works along side me	12/24/2013 9:04 AM
136	I was out of the country on holiday, otherwise I would have attended.	12/24/2013 8:56 AM
137	Medical emergency at home	12/24/2013 7:55 AM
138	you had then in school holidays, not brining the kids to a meeting.	12/24/2013 7:41 AM

Survey one CEA 2013

139	Overseas at time the meetings were held	12/24/2013 7:11 AM
140	I was working and we had one person go and bring back the information from the meeting.	12/24/2013 6:26 AM
141	The second round of Auckland meetings never took place and I was away during the first ones.	12/23/2013 9:07 PM
142	I had read the available information and was unable to make it to any of the meetings due to other committments	12/23/2013 8:42 PM
143	difficult for commcentre staff to get to meetings held between nightshifts	12/23/2013 6:59 PM
144	chid to look after wife working	12/23/2013 6:36 PM
145	I was away	12/23/2013 6:29 PM
146	It didnt suit	12/23/2013 6:25 PM
147	Had it been in the Comcen far more convenient than local station and I think was in between our nights from memory. We have to sleep on this day	12/23/2013 6:22 PM
148	Not interested	12/23/2013 6:06 PM
149	I was on leave and not given the opportunity	12/23/2013 6:05 PM
150	I was travelling around the country with my family. North Island meeting were whilst I was in the South Island and South Island meetings were on whilst I was in the North Island	12/23/2013 6:01 PM
151	Not released from duty in comms	12/23/2013 6:01 PM
152	Same as previous answer	12/23/2013 5:56 PM
153	was unable to attend first round and thought I'd attend the second round that was listed but never eventuated.	12/23/2013 5:51 PM
154	Unable to attend from duty	12/23/2013 5:39 PM
155	pass	12/23/2013 5:26 PM
156	Was on a course and unable to attend	12/23/2013 5:26 PM
157	Unable to due to work shifts and family commitments	12/23/2013 5:23 PM
158	I was overseas	12/23/2013 5:22 PM
159	Didn't know there was one. There was an information talk at the same meeting as the ratification meeting.	12/23/2013 5:16 PM
160	Was overseas and couldn't attend	12/23/2013 4:30 PM

Q5 If you answered yes, how useful was the information provided at the meeting in helping you understand the proposed changes?

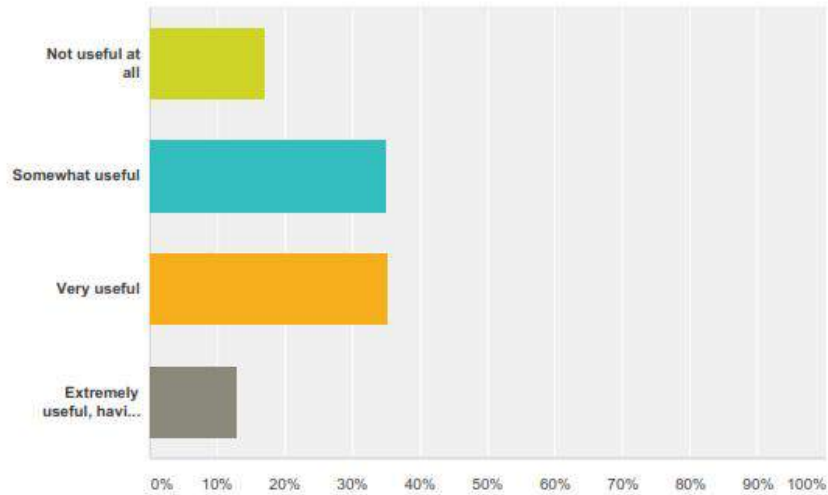
Answered: 690 Skipped: 158



Answer Choices	Responses	
Not useful at all	8.26%	57
Somewhat useful	46.81%	323
Very useful	35.80%	247
Extremely useful and I got all my questions answered and I fully understood the proposal	9.13%	63
Total		690

Q6 How useful was it having both the Union and NZFS co-presenting at the information meetings?

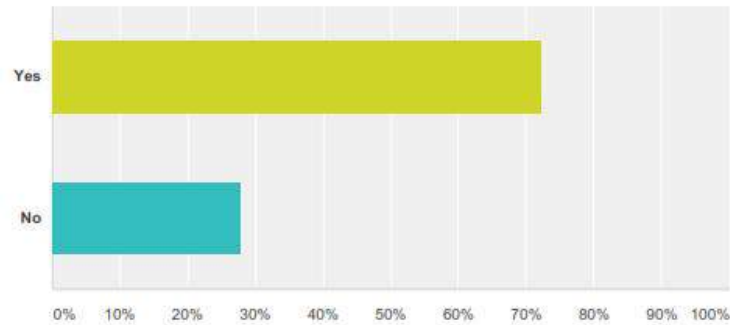
Answered: 675 Skipped: 173



Answer Choices	Responses	
Not useful at all	16.89%	114
Somewhat useful	34.96%	236
Very useful	35.26%	238
Extremely useful, having both parties available helped with my understanding	12.89%	87
Total		675

Q7 Would you want to see a similar approach for future negotiations?

Answered: 829 Skipped: 19



Answer Choices	Responses
Yes	72.26%599
No	27.74%230
Total	829

Question 8 open question

This question asked respondents to give a brief explanation why they would not like to see a similar approach to future negotiations.

231 respondents answered No they wouldn't like to see a similar approach in the future.

Most popular reasons for this response was that management should not have been at these meetings, they were for Union members, some suggested that management shouldn't be at ratification meetings (they weren't, just information meetings). This was supported by members saying they didn't trust management and they felt they couldn't speak freely at the meetings with management there. These meetings should be between the Union and its members. It's the Unions job to explain what the employer wants, not the employer were also next popular responses.

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Q8 If you answered No, please explain why not

Answered: 231 Skipped: 617

#	Responses	Date
1	how are we supposed to have faith in our negotiators if they need the assistance of HR to explain a complex offer	3/6/2014 7:52 PM
2	dont feel good about having a management rep at meeting dont trust them	3/4/2014 7:46 PM
3	It seemed like the deal had been done before any voting took place, and it still feels the same.	3/4/2014 3:09 PM
4	Would like to see the union support the collective not just the chosen	3/4/2014 10:03 AM
5	Managment when present at any union meeting as BEFORE, surely would be a "conflict of interest" for all the obvious reason.	3/3/2014 3:10 PM
6	because its hard to get to the meetings, and parking is nearly impossible when they are at thorndon	3/2/2014 4:56 PM
7	there were two different packages in the negotiations and it was not clearly seperated this was very poorly done	3/2/2014 3:37 PM
8	The attitude of the presenters seemed very negative	3/2/2014 3:36 PM
9	We need to be careful I think about setting it up as the normal way of holding the rat meetings because if things turn sour in the future it may not be appropriate for them to attend. Also why are they required? Surely the Union should know all the answers to the questions we have?	3/2/2014 7:44 AM
10	Do it online, so those of us that know how we want to vote don't have to go to a meeting to vote!	3/1/2014 5:37 PM
11	Would rather hear the story separatly.	3/1/2014 3:32 PM
12	NZFS should not be at our meeting fullstop.You should have all the answers before a meeting is set.	3/1/2014 10:07 AM
13	We were mislead with information and hidden detail was of a large concern. The NZFS in with the NZPFU was just another ploy to mislead the members.	2/28/2014 6:02 PM
14	Impression was that Union was there with management to give credence to something that had already been agreed to. The Union was validating Managements offers and trying to to sell it to the members.	2/28/2014 5:13 PM
15	Too confusing	2/28/2014 5:00 PM
16	*	2/28/2014 1:50 PM
17	The fire service rep didnt even talk.	2/28/2014 1:06 PM
18	It is apparent that the union prefer the positon of being "in bed" with the boss when it comes to settling on a contract. Rather than actually fighting hard for what firefighters deserve out of a contractual settlement. That would be my preferred approach.	2/28/2014 12:54 PM
19	Because apart from the fact that it was confusing you also felt like you could not speak up	2/28/2014 10:44 AM
20	Although I was forth coming with my own questions, queries and gripes I found that a huge number of other staff members were intimidated or something by the 'firms' presence and didn't participate in the discussions as they would have usually. I have found since that too many of my fellow members are saying that they didn't understand what was going on or what they had actually voted for.	2/28/2014 9:30 AM
21	These meetings should be for Union Members only having NZFS desk jockies there makes it hard for members to express them selves and i felt i had to reserve some of my questions.	2/28/2014 8:31 AM
22	it seemed to put every one on edge. it felt like a bit of a gimmick. them being there did not help me at all.	2/28/2014 8:02 AM
23	No issue with the process of negotiations, HUGE issue with voting process.	2/28/2014 7:30 AM
24	I believe that all members should have the opportunity to vote to ratify employment conditions irrespective of their ability to attend a ratification meeting.	2/28/2014 7:26 AM
25	conflict of interest, NZFS rep washopeless	2/28/2014 7:21 AM

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26	I have no respect for the Fire Service person at the last information meeting.	2/27/2014 8:35 PM
27	Feels too much like we are in bed with HR.	2/6/2014 11:19 AM
28	There was no point of difference between their stance and the unions	1/31/2014 11:02 AM
29	there where no union reps at the meeting i attended	1/27/2014 10:43 AM
30	Because I felt that the union did'nt take into account the number of QFF there were in the rank which got left high and dry after the negotiations.	1/23/2014 6:58 AM
31	Union should have staff who know the contract inside out and can answer all our questions	1/22/2014 6:30 PM
32	The general feeling is that the NZPFU is not looking after firefighter interests. Derek Best needs to go.I voted no to the ratification as it appeared that the union and management had done an underhand deal.Basically Derek Best and the NZPFU comittee appear to be corrupt.	1/21/2014 6:02 PM
33	Its nice to talk freely with your union reps without Commission spies there and getting a feeling for weaknesses in our membership. Also unable to discuss battleplans to approach commission with when they suitting right there in front of you. G the inpression the deal is already done when they come around now.	1/20/2014 8:40 AM
34	I answered no just so I could say that now we have clear differentiation in pay rates across the rank structure, any future pay rises would be an equal percentage across all ranks -which is what I understand the Union wants to do? Correct?	1/19/2014 8:58 AM
35	It should be a meeting between staff and union	1/17/2014 10:02 AM
36	My Union is there to inform me of what my employer is proposing to do, not my employer. With the employer their at the meeting I feel my Union wont be able to fully inform me of issues, and it also tells me that my Union have accepted the employers proposal and are in fact "sleeping with the enemy" so why have a ratification?	1/14/2014 8:59 AM
37	No need for nzfc to see and hear us that,s your job to relay that.	1/13/2014 6:23 PM
38	i felt ff's were sold a lemon & so's & sso"s were well catered for ie:the few at the top got more than they are worth & the masses at the bottom got very little	1/13/2014 6:06 PM
39	THEY ARE A HARD GROUP TO TRUST	1/13/2014 2:45 PM
40	Did not mind the joint effort but would have preferred seperate presentations. (Union and NZFS)	1/13/2014 12:31 PM
41	Would like to see postal or special voting allowed	1/13/2014 8:43 AM
42	Seems we are dictated to except all or nothing of any of the contract	1/13/2014 8:27 AM
43	No flexibilty for off duty staff to vote if staff are not close to any stations that are conducting meetings or voting	1/13/2014 7:55 AM
44	It is a union meeting not a meeting for management to steamroll their ideas thru.	1/13/2014 7:21 AM
45	We appear to be too cosey to the employer	1/12/2014 3:27 PM
46	I want to be able to talk freely and without the nagging suspicion that we we are being played.	1/12/2014 9:05 AM
47	No clear delivery. Union appear to be in bed with management	1/12/2014 7:49 AM
48	I believe, we as a union were walked exactly where the NZFS wanted us to be. I am sick of feeling like we are taken the piss out of every time negotiations take place. The cost of living, inc house prices, just keep going up and up here in Auckland more than every where else in the country.Being a SFF, this pay round left me with a bad taste in the mouth and pretty disillusioned with the Union.	1/10/2014 3:21 PM
49	Need on line or early vote if not going to be in area. need the questions answered not FOBED off	1/10/2014 7:58 AM
50	Any meeting that has FS HR people advocating the proposal has got to be bad news for Union members sooner or later	1/10/2014 7:02 AM
51	I was away for first meeting when both parties were present	1/9/2014 3:02 PM
52	Having HR at meeting made for more bitching and complaining	1/9/2014 1:13 PM
53	Fire service management put a spin on all their speak and are very untrustworthy.	1/9/2014 12:20 PM
54	distrust of management participation in union meetings/discussions	1/9/2014 9:34 AM

Survey one CEA 2013

55	I would prefer my union explaining and representing me in the future. the meeting was unclear and i left confused on the new contract	1/8/2014 10:18 AM
56	What happens will happen regardless of what the meetings provide.	1/8/2014 8:43 AM
57	We should not have to go to meetings to vote why cant we vote electronically	1/8/2014 7:43 AM
58	75 % of the work force got absolutely fuck all	1/8/2014 6:38 AM
59	FIRE SERVICE INVOLVMENT AT THE MEETING SEEMED PRETTY MUCH A WASTE OF TIME. AS I WITNESSED NO INPUT TO THE MEETING APART FROM SIMPLY ATTENDING	1/7/2014 3:17 PM
60	There's no need for a Fire Service representative to attend. She didn't offer anything useful. Also it gives the F/S and indication to any divide that me be present amongst members.	1/7/2014 1:56 PM
61	I see it as hugely benefical to the NZFS comission as it gives them huge insights into the thoughts and concerns of the union members, I see it as giving them the upper hand as the old saying of devide and conquer comes to mind, seeing our membership divided at these meetings allows them to manipulate outcomes as the inside knowledge allows them to. BAD MOVE. dont for one minute think that they are looking out for us, we all know what the comission is capable of and if were ordered it would happen again, perhaps not like it did in 95 but in other ways.	1/7/2014 11:10 AM
62	It seemns that a ratification/information meeting should be free of those who have a vested interest in a proposal going ahead. I see no advantage of FS management being present to "sell" their idea.	1/7/2014 9:41 AM
63	They're the FN enemy, stupid question	1/7/2014 7:23 AM
64	There was too much smoke screening and the real facts and rates were not shown.	1/6/2014 6:30 PM
65	I don't think they should be there when we as members want to discuss confidential type issues with our bargaining agent/union reps'. Not happy with that at all and don't want to see it in the future!	1/6/2014 5:52 PM
66	Its not the place for the employer to be!...at our union meetings!	1/6/2014 5:37 PM
67	Is there something new available	1/6/2014 5:13 PM
68	I have answered no because your survey doesn't allow me to tick yes and then comment. If a joint approach from management and union is the format you are referring to, I agree	1/6/2014 2:59 PM
69	Lack of trust in the NZFS.	1/6/2014 1:09 PM
70	I feel that thier reasons and arguments are irrelevant and a distraction from the issues as i see it. And inhibit free and frank discussion and questioning, and resultant explanations as well.	1/6/2014 12:46 PM
71	I would get the feeling of collusion and that an agreement had all ready been agreed to and you both were try to sell it.	1/6/2014 11:14 AM
72	I felt that the Union and Commission were both singing off the same songsheet. I did not feel that the union members were best represented from the union, it felt more like a railroaded means to an end.	1/6/2014 10:27 AM
73	very hard to talk direct about issues wile managment are present	1/6/2014 10:09 AM
74	I would be somewhat sceptical about that	1/6/2014 8:56 AM
75	It appears that mangement and union already have a done deal and members are excluded	1/6/2014 8:23 AM
76	I still see Union meetings as forn Union members. If the contract offer needs further explaining by FS HR then our Union officials don't have a clear picture	1/6/2014 8:02 AM
77	I am happy with what I get	1/6/2014 7:59 AM
78	That was a oncer due to nature of proposal Future proposals should be by the union only	1/6/2014 7:44 AM
79	The Union relied on the Management rep to answer all the questions which looked like the management were running the info meetings	1/6/2014 7:11 AM
80	What is the point in having a FS rep there when Union members are talking about union affairs.	1/6/2014 7:10 AM
81	not enough input from the rank and file	1/6/2014 7:08 AM
82	Didn't like the employers rep there	1/6/2014 7:02 AM
83	restricts discussion	1/6/2014 6:49 AM

Survey one CEA 2013

84	didnt attend meeting so unable to answer	1/5/2014 7:07 PM
85	I find it hard to trust the NZFS representative at the time. Maybe I would be more inclined to say yes if the NZFS representative was trustworthy.	1/5/2014 6:04 PM
86	For the most part I think the approach is fine though it would be nice to have a more structured way of having concerns addressed and put in writing for all to see.	1/5/2014 5:52 PM
87	Total waste of time having them say they have no money/this is the best we can offer blah blah blah.Obviously tucked our team in though	1/5/2014 5:45 PM
88	lets move with the times and get some online voting	1/5/2014 5:35 PM
89	was not fair between ranks	1/5/2014 5:35 PM
90	I'm not sure what the answer is.	1/5/2014 5:21 PM
91	There is no way an employer representative should ever be in attendance at a union meeting. It is bad judgement on behalf of the union exec to allow this. The employer is able to gather valuable intelligence on the way in which the proposal is being received by members and can therefore determine how flexible to be in negotiations. This offer was too collaborative with the employer. There was no way to distinguish us from them.	1/5/2014 3:11 PM
92	Nothing has changed over the years. Our pay conditions are still a joke and practically force myself and many others to find secondary employment to make ends meet, despite the extreme responsibility we all carry as fire fighters.	1/5/2014 2:43 PM
93	Unionism is simply that. It does not,and never has, involved co representation	1/5/2014 2:37 PM
94	There seems now to be even a greater urgency to push the voting through. Even when there are speical events when our personell are on group trips. Special votes will have to come back. It is our right to vote. This is something that the union cannot take away.	1/5/2014 1:47 PM
95	was confused as to why the nzfs were represented and felt the nzpfu stance on the propsal illustrated a lack of options or contingincies if not voted in. hearing "this i the best deal we will get" or "there is not a plan b" (or words to those effects) while a member of the nzfs was still present seemed leading...	1/5/2014 1:37 PM
96	I dont think that trying to bargain in any situation is good when the other party can see what you have to bargain with. i.e if Im going to buy a car Im not going to let the seller tell me what price I will be paying for it.	1/5/2014 1:16 PM
97	I do not see a need for NSFS non union members to attend our union meetings	1/5/2014 12:14 PM
98	because its is our union. The Fire service does not value us so why would we want them involed in providing us information. We pay you to tell managment what we want and report back to us with outcomes from meetings. Its like you guys are inbed with each other working together to sell us lies.	1/5/2014 11:38 AM
99	an open honest forum could not be had plus there seemed to be a bit of kissing each others ass going on	1/5/2014 10:59 AM
100	As a Firefighter since 1996 (CST) the new Contract regarding Grandfathering positions for X amount of years was corrupt. Service i had prior to te CST / D1 amalgamation I was treated as a NOBODY !!! I was a Nothing in the system prior amalgamation. Also with me being in Nelson. We had NO evaluation of what the feelings other Brigades had. Probably also was that the Union Boss in Nelson is 200% useless.	1/5/2014 10:43 AM
101	Fire Service management should not be at a union gathering	1/5/2014 10:21 AM
102	Tell us whats really presented!!!!!!	1/5/2014 10:14 AM
103	I want the unions perspective not the fire services.	1/5/2014 10:09 AM
104	Do what your promised	1/5/2014 9:44 AM
105	Every ratifacation meeting at Papatoetoe is just a screaming match. Not worth going to.	1/5/2014 9:37 AM
106	Messages were the same from both parties, appeared the union and NZFS had script, and would not deviate from it. Not really open to an open discussion.	1/3/2014 8:26 AM
107	you can NOT ask the right questions or get a true answer when HR are in the room, would never attend another metting where the union and HR are present at the same time.	1/3/2014 7:41 AM
108	feel uncomfortable with management in these meetings	1/3/2014 7:34 AM

Survey one CEA 2013

109	No-one from either side could answer my questions about how to determine the agreed matrix in May for pay round.	1/2/2014 4:22 PM
110	felt like we had to be on tip toes around them.	1/2/2014 2:40 PM
111	Information available on Union website + notices	1/2/2014 9:41 AM
112	As a SFF we are told we are over payed apparently.NO PAY RISE	1/2/2014 8:58 AM
113	Union and management 'roadshows' should be presented independently. In my opinion, the presentation gave the impression of the union being 'in bed' with management, especially when a particular group of union members receives a pay increase to the detriment of other members. The benchmark should be 100% for qualified firefighters. If you're qualified for a role, then your pay should be 100% for that role!!	1/2/2014 8:49 AM
114	other comitments	1/2/2014 8:22 AM
115	I probably wont be here	1/1/2014 4:31 PM
116	keep the commission out of our meetings	12/31/2013 4:14 PM
117	should be seperate	12/31/2013 8:56 AM
118	There is no place for an employer representative at Union meetings.	12/30/2013 6:44 PM
119	Felt uncomfortable	12/30/2013 5:23 PM
120	need to represent all members and not give away the rights work conditions of a few for the benefit of settlement	12/30/2013 2:48 PM
121	The meetings were filled with misrepresentations of information. Derek Best was trying to give us information that was proved wrong by a rookie firefighter. Most suggestions made by firefighters were met with sarcastic comments from Mr Best, showing nothing but contempt for the very people that he is being paid handsomely to represent.	12/30/2013 10:47 AM
122	I would like to see more of negotiation between firefighters and the union to get a majority feeling on what we want before heading to the negotiation table with the fire service	12/30/2013 10:42 AM
123	we were never part of the discussion. no info given or feedback requested.	12/30/2013 9:21 AM
124	As a member of the NZPFU I expect the union to negotiate on my behalf and in my interests. The union negotiating team alone should be capable of explaining the intricacies of any proposal to the membership. When the employer is also involved in this process it gives the impression of a fait accompli. This explains the poor attendance and low voter numbers at ratification. Furthermore this process suggests to members that the power of the union lies with the union executive who reached agreement with the employer then sought approval from the membership. The power of any union always lies with the membership. The NZPFU has been damaged through this process with much dissatisfaction among members, the union has been weakened. This process benefits the employer more than the union membership and in future the employer should be kept out of union business between the union executive and the membership.	12/30/2013 8:52 AM
125	Old traditions die hard. Its good to talk about proposals" in house" without Commission being present and being made aware of our strategies for negotiations etc.Traditionally the Commission only ever agreed to things if they were on the winning side of the ledger.	12/30/2013 8:42 AM
126	Majority of negotiations are always aimed at coloured watches, not black watch. Because of the small number of black watch workers, it may be better to address these seperately either through information notices, emails or video conferences.	12/30/2013 8:31 AM
127	better notifications of meetings need to be provided to all members	12/30/2013 7:27 AM
128	as previously stated the meetings are a free for all with slagging matches and no real information passed	12/30/2013 5:52 AM
129	This is a union meeting not a partnership meeting also the information that was given was somewhat misleading as they kept gchanging the conditions so in the end what I voted for was not what I got.	12/29/2013 2:40 PM
130	a more understanding process	12/28/2013 5:45 PM
131	I believe that a union meeting should be attended by union members only. It can be a distraction and allow for members not to be comfortable to voice their opions with outside influence in attendance	12/28/2013 8:40 AM

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132	I dont feel that having management at these meetings is a good idea at all. Management should not be given access to these meetings if there are issues with the contract good or bad hey shouldnt be privvy to these discussions. Having them present does not open lines of communication in fact members may not want to share their concerns in front of management.	12/28/2013 8:18 AM
133	not objective having NZFS management at meetings. should be a private meeting with NZPFU and its members.	12/28/2013 7:49 AM
134	I think we should be able to openly discuss union matters without fear of managment taking retribution against those that are outspoken	12/28/2013 7:33 AM
135	Because I believe it just antagonizes everyone	12/28/2013 7:18 AM
136	Don't trust them.	12/27/2013 3:51 PM
137	The rate should be for the lowest then EVERYONE benefits, this is deviding the members	12/27/2013 10:59 AM
138	The meetings should be union only, to discuss anything without managemment.	12/27/2013 10:36 AM
139	I would like to see a more modern approach with the use of computer for gathering information and voting. It was very disapointing not been able to cast a vote	12/27/2013 8:37 AM
140	Do we really need to air our dirty washing in front oh HR people. If they want to hear what the frontline staff are thinking they should organise their own meetings. Union meetings are for union members only.	12/27/2013 8:23 AM
141	Time the union stopped kissing the Fire Services butt, and made some improvements for members rather than organising the rubber stamping of the FS driven contract.	12/27/2013 8:07 AM
142	the union should be seperate from the fs and be able to have debate witout the fs being present	12/27/2013 8:06 AM
143	I dont believe the union should have nzfs at the table when negotioating terms for our cea	12/27/2013 7:39 AM
144	the union are there to make a desision for us and give us all of the facts, but in this case some facts were kept from the members to probably push a desired vote. in the future its probably best to be truthful to the members.	12/27/2013 7:27 AM
145	?	12/27/2013 7:22 AM
146	I believe that a number of members felt inhibited,and did not speak as freely as they otherwise might have.This format engenders suspicion,which is born out by our recent industrial history.In many ways little has changed.	12/26/2013 8:05 PM
147	Why do we want senior FS management at our meetings when we obviously have a totally different agendas, or do we ??	12/26/2013 5:18 PM
148	it should all be on line like this survey	12/26/2013 1:11 PM
149	Comcen staff are generally unable to attend, as meetings are scheduled at fire stations, with no provision for comcen staff to attend, while fire fighters see it as their right to attend during work hours.	12/26/2013 11:25 AM
150	It is our ratification meeting. The process of the union and HR meeting and coming to an offer for the troops has been done. The deal does not need to be sold with HR in tow, union reps need to show solidarity with the members and not seem to be snuggling up to HR to cut a deal.	12/26/2013 10:43 AM
151	I do not believe that there is any advantage to having management at meeting where the membership is speaking freely	12/26/2013 10:02 AM
152	need to be more transparent with better voting options.	12/26/2013 7:50 AM
153	They shouldn't need too	12/26/2013 7:47 AM
154	I do not like the people who we are negotiating against seeing the response of the workers and being able to gauge our responses for future negotiating	12/26/2013 7:45 AM
155	it is not the job of the NZFS management to sell any proposal to the members. That is solely the job of the PFU. there still is a huge amount of mistrust amoungat members toward NZFS HR. members will not air their views in front of HR and therefore The PFU will not get the right questions asked by members while HR are in attendance.	12/26/2013 7:38 AM
156	Conflict of interest	12/26/2013 7:30 AM
157	I didn't feel like the union were fighting solely to please us/me. It came across that the union were trying to be 'buddy buddy' with the employer and not upset them by convincing us, the members, that this was our only option, as opposed to battling for our outcomes. It felt as though the deal had already been signed and accepted by the union and it was being sold to us by the union and employer combined, instead of asking us if this is what we wanted.	12/26/2013 7:28 AM

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158	The situation seemed to be too cosy between the two parties ...	12/25/2013 9:05 PM
159	It doesn't sit right a union exec member and Janine Hearn cuddling up to one another. Reeks of a dodgy deal . And thats what it turned out to be.	12/25/2013 6:45 PM
160	I think it creates too much of buddy buddy environment at negotiation times. it may restrict true feeling for some.	12/25/2013 6:03 PM
161	we need discussions kept in house	12/25/2013 5:57 PM
162	Do something that Benefit every Union member	12/25/2013 5:53 PM
163	We are not able to discuss issues in an open and honest way if both sides are just saying what the other wants to hear	12/25/2013 5:34 PM
164	I do not like that the union is getting so close and friendly with managment	12/25/2013 12:58 PM
165	Majority of members in Auckland did not vote, would like to see an online or postal system used.	12/25/2013 12:15 PM
166	This is our union, it should be limited to union members only. I felt that the contribution made by the Fire Service representative was minimal to none as far as i was concerned.	12/25/2013 10:40 AM
167	I want the entire voting process with all information about everything that is required of me specifically to be mailed to me at an address that I will recieve it on wether at station or away from work on leave so that I can be present to vote against changes that put firefighters like myself at a disadvantage.	12/25/2013 10:36 AM
168	Because the Fire Service should not be attending any of our meetings. We don't sit in on their discussions!!!!	12/25/2013 10:06 AM
169	The bullshit I heard coming out of both NZPFU and the NZFS I believe you are one and the same. To combine a pay review, wage negotiations and a new CEA into one negotiation the NZPFU has worked with the NZFS and sold its members down the road. In the future ALL members need to be repersented not just a few and All information needs to be presented to the members.	12/25/2013 9:30 AM
170	I only typed in no because i have not familiarised myself with the current approach.	12/25/2013 7:57 AM
171	These should be done online, you could set upm an video clip prior to selecting your choice to keep teh person uptodate with information about what they are voting on, people overseas or looking after kids ect can still vote. Please lets move the union foward and into the tech age thatw ea re in :-) Merry christmas	12/25/2013 7:39 AM
172	don't like the idea of you been in bed with the organisation.	12/25/2013 7:22 AM
173	It allows managment information so they can tweak contracts that are only just acceptable	12/24/2013 7:21 PM
174	If any terms and conditions of an agreement between parties is going to affect the comm centres then the staff should be included in any meetings and ratification processes.	12/24/2013 6:55 PM
175	Would like to be able to discuss the contract from a union prospective, and not have HR or NZFS rep able to hear certain aspects. Perhaps they could attend to present their part and then leave so it can be discussed further.	12/24/2013 5:36 PM
176	I would like to have the information meetings prior to ratification, but have the ratification carried out either online or using on station ballot boxes to ensure every member has a chance to vote for what is after all the most important issue they can be asked to vote on. (On station ballot boxes are used when electing committee members so we know this is a viable system)	12/24/2013 4:52 PM
177	It alarms me that the Union requires the Fire Service to help explain issues surrounding changes in the CEA	12/24/2013 10:48 AM
178	This negotiation was about a bigger change than just a pay rise and some conditions, normally Fire Service would probably be a hinderence at meetings and would be a barrier to open discussion. But was good for this last meeting as it showed Fire Service and Union had already reached a broad agreement.	12/24/2013 10:48 AM
179	The fact a Fire service HR person was present at a UNION ratification meeting is WRONG!!! No way should they be there. Voting system is Archaic ... go to a computer vote	12/24/2013 10:17 AM
180	Thought the whole set up was disgusting, thought we were lied to and anyone that had questions was either laughed at or the issue skipped around. Was very disappointed and disgruntled.	12/24/2013 9:35 AM
181	it wasn't clear to me as i hadnt been at station long and felt like i was left out because of being the new boy	12/24/2013 9:33 AM
182	i fell it suppose to be a close meeting for union members only and people may fell a little interdated with having fire service mangement there as well. Also with having mangement there it felt like the unioin had already signed off on it and the vote was a formalaty.	12/24/2013 9:10 AM

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183	disorganised complete waste of time. turned up to the meeting already knowing my vote, was told that no vote was to be passed until the end of the ratification meeting nearly 2 hours later after bitching and moaning . the year is 2013!!!! a huge percentage of people did not vote because they could not attend the meetings, give us an online voting system giving each person the ability to vote accordingly!	12/24/2013 9:06 AM
184	The current process seems to be ok, just unfortunate I couldnt get to the ratification meeting, Had all intentions of doing so.	12/24/2013 9:05 AM
185	The questions asked and points raised with the HR rep, seem not to have been addressed prior to ratification	12/24/2013 9:04 AM
186	I think there is a need to be able to speak to our representatives and talk in terms of strategies without management being present. It would be better if the exec actually sought input from members prior to negotiating so they had an idea of what the members were looking to achieve.	12/24/2013 8:51 AM
187	No point of having the Human Resources Manager at the meetings, and questions were not answered properly	12/24/2013 8:43 AM
188	The Union should just be presenting all of the proposals without FS management, with ample time for discussion and negotiation followed by a meeting then followed by online voting so every member get a fair chance to vote.	12/24/2013 8:27 AM
189	I believe the union needs to be able to give us the information correctly without fire service attendance. There should be longer lead in time of information shared amongst firemen, followed by meetings and online forums/discussions and then on line voting.	12/24/2013 8:26 AM
190	I dont think we should have the FS present at our union meetings as they are not members. Maybe if we had a meeting of just members first and then HR could attend after to answer any questions	12/24/2013 8:24 AM
191	We are not allowed to sit in on their meetings !!	12/24/2013 8:20 AM
192	it would be good to be able to voive your opion with out the managment present.its bad enough being told bull with out hearing it twice,and backing each other up with that bull	12/24/2013 7:57 AM
193	people can feel overalled	12/24/2013 7:49 AM
194	These meetings are for union members. Would you invite the fox to the Hen house for a meeting of Hens to discuss how to stop the Fox killing them ? No you would have to be a moron if you did .	12/24/2013 7:46 AM
195	online voting would be the way	12/24/2013 7:42 AM
196	a union meeting is exactly that..for union members. After 30 years of fighting with our employers over every little thing and them wringing us dry..I found it fuckin offensive to have their representative in attendance. Further to this many of us dont agree with what was sold to us and if there was an alternative representative other than the NZPFA we would take it...as many of us totally disagree with the nonsensicle wage set up and alignment to 30 industries (which can change from year to year) and also the relievers situation where many os us in the South Island will earn less money within the next 5 years	12/24/2013 7:17 AM
197	It is not the NZFS place to be trying to "sell" a proposal to union members, it is the job of the union representatives to explain the contract to its members.	12/24/2013 7:15 AM
198	There are matters that come up from the floor that should be kept "in house". Our history tells us that our employer cannot be trusted !!	12/24/2013 6:39 AM
199	waste of time and effort, still not looking after the QFFs that fell in the pay gap.	12/24/2013 5:55 AM
200	If the NZFS no what we are most unhappy about, that will be what they target.	12/23/2013 9:35 PM
201	management don't need to know everything about us. Keep some things up our sleeves	12/23/2013 8:57 PM
202	Many people do not, or cannot vote at a specific venue for various reasons. I would like to see an on-line voting system, overseen by a neutral 3rd party	12/23/2013 8:44 PM
203	Honestly, it was a bad look in my opinion, union members should only in union meetings for ratifications. Management can pass any info they want thru the union for them to disclose to its members if deemed necessary. I personally have very little trust and faith in words spoken by that crowd.	12/23/2013 8:32 PM

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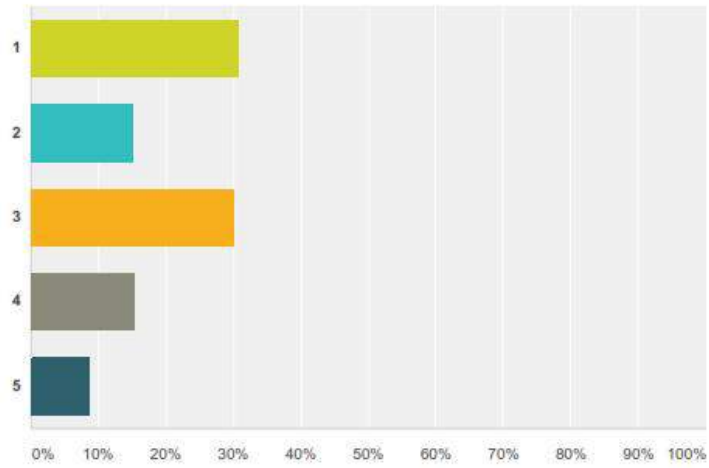
204	I think that having a mtg with Management present to explain the contract, shows the complexity of the offer. Given that it needed someone from HR to explain I think that the union should have employed a trained solicitor to represent us. Also I believe that having HR there just inflamed the situation. In future either make sure the offer presented is simple to understand or employ someone smart enough to negotiate on our behalf. In short the previous contract has delivered a pay rise only to a certain view whilst giving away the rights of the majority for little or no benefit. In short a bunch of monkeys could have negotiated that deal better than our exec. And personally I could have negotiated a better deal for myself and I am seriously considering to ask another union to represent in future contract negotiations	12/23/2013 8:25 PM
205	False information given relating to QFF pay scales	12/23/2013 7:41 PM
206	It's not the NZFS union it's the Professional Firefighters union	12/23/2013 7:23 PM
207	Just feel it is too secretive and a more open discussion with all members needed.	12/23/2013 7:03 PM
208	I have no respect for the integrity of staff from the NZ fire service commission. Commission are the enemy of the fire-fighter workers, why are we in bed with them?	12/23/2013 6:52 PM
209	I think ratification votes could be done electronically	12/23/2013 6:37 PM
210	I would like to see the info meetings continue prior but on line voting	12/23/2013 6:22 PM
211	Not interested	12/23/2013 6:19 PM
212	Because we have been had again. SFF's pay increase after being in the job for 30 plus years was pathetic. Someone doing SO taps should not be getting paid more than a SFF who qualified under the old three exam system. Over the years the SFF rank has been down played and longer serving members affected.	12/23/2013 6:17 PM
213	Prefer to have information delivered without management there, at least in first instance, some people felt uncomfortable asking questions in this instance	12/23/2013 6:10 PM
214	Information should be more widely available voting should be on line so it is confidential and everyone will have an opportunity	12/23/2013 6:07 PM
215	I would rather just have the NZPFU present. This would enable me to speak freely on any employer issues I have.	12/23/2013 6:05 PM
216	Because I strongly believe that in this day and age a truer representation would be gained thru electronic voting.	12/23/2013 5:58 PM
217	Not comfortable with the Employer being at our meetings. Spying?	12/23/2013 5:58 PM
218	This question is to ambiguate, I don't know if you are asking about the way you negotiated or the information voting process?	12/23/2013 5:52 PM
219	No trust in employee which reflected on Union as in bed with them.	12/23/2013 5:50 PM
220	Because it appears the union is in bed with HR	12/23/2013 5:42 PM
221	From a Communications Centre point of view, I get the impression that we are not always considered	12/23/2013 5:40 PM
222	I thought it was totally out of line. The fire service sent their corporate hit man in and the union got rolled. Totally worthless, if union execs don't understand the contract their proposing for ratification they shouldn't be doing the job.	12/23/2013 5:39 PM
223	An open and honest discussion with the other side looking on does not make sense. They can gauge our mood easily and adjust their tactics accordingly.	12/23/2013 5:37 PM
224	The fire service is still trying to put one across the employee	12/23/2013 5:37 PM
225	The meeting should be an open and frank discussion, therefore we should not have the employer present. Also, the meeting is for union members only.	12/23/2013 5:28 PM
226	Not sure that management should be attending Union meetings when Union officials could have presented exactly the same information without getting members' backs up unnecessarily.	12/23/2013 5:25 PM
227	Online voting	12/23/2013 5:22 PM

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228	You need to make voting available to all members via an on station vote with a proper numbered ballot paper like is used for electing committee members. You also need to advise the members of what changes are actually being made to the contract and not sneak new clauses into contracts against the best interests of members without discussing those changes with the members. You are supposed to be representing our best interests not unnecessarily screwing us out of money for the rest of our careers.	12/23/2013 5:19 PM
229	not happy with NZPFU or NZFS	12/23/2013 4:54 PM
230	Not being able to submit a proxy vote for these types of important decisions that have monumental ramifications.	12/23/2013 4:49 PM
231	because it wrong	12/23/2013 4:46 PM

Q9 In what Region are you stationed?

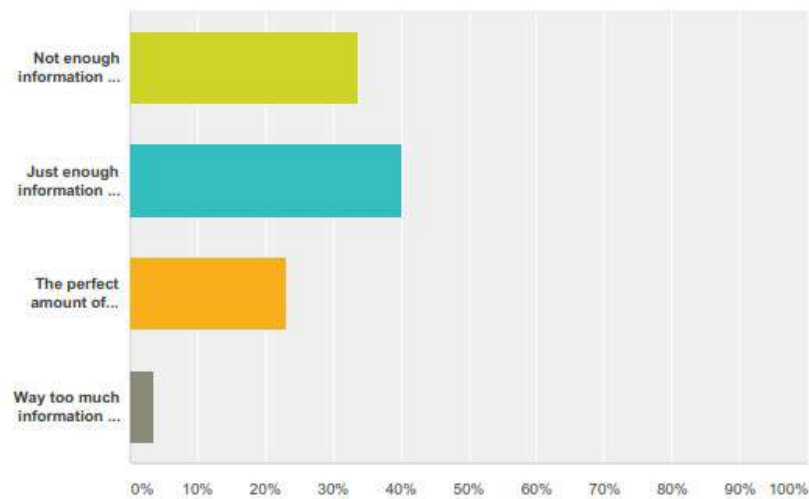
Answered: 825 Skipped: 23



Answer Choices	Responses	
1	30.67%	253
2	15.15%	125
3	30.06%	248
4	15.39%	127
5	8.73%	72
Total		825

Q10 Was there enough information given during the information and ratification process?

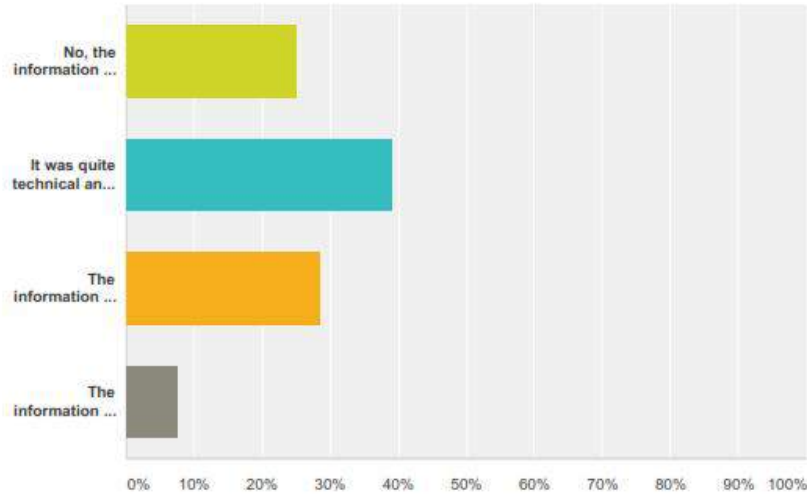
Answered: 817 Skipped: 31



Answer Choices	Responses	
Not enough information for me	33.66%	275
Just enough information for me	40.02%	327
The perfect amount of information for me	22.89%	187
Way too much information for me	3.43%	28
Total		817

Q11 Was the information available, good quality, easy to read and understand?

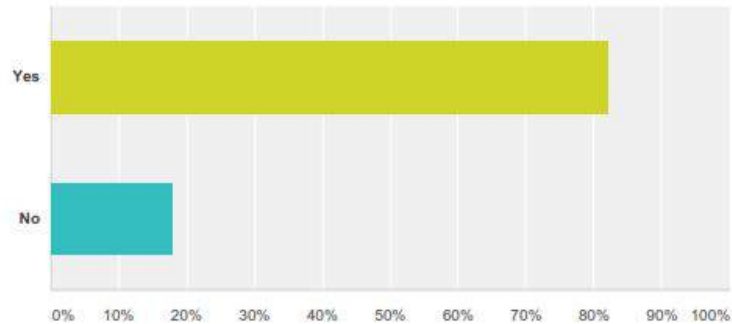
Answered: 813 Skipped: 35



Answer Choices	Responses	
No, the information was neither good quality or easy to understand	24.97%	203
It was quite technical and a lot of information to digest but I got there	38.99%	317
The information was presented at the correct level for me	28.54%	232
The information was comprehensive but I found it very difficult to understand	7.50%	61
Total		813

Q12 Was the available information easily located to read?

Answered: 813 Skipped: 35



Answer Choices	Responses
Yes	82.04% 667
No	17.96% 146
Total	813

Question 13 open question

This question asked respondents to give a brief explanation how they think the Union could improve access to ratification process information.

146 respondents answered No, the information was not easily located to read, of these 123 responded with explanations.

The most popular themes were that more face to face meetings would have been better, local reps upskilled to hold more smaller informal meetings, members also suggesting they get information e mailed to them, instead of having to go look for it, face to face meetings are better, the information and in fact the whole contract should be in plain language, not legal speak.

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Q13 If you answered no, how could we improve access to information?

Answered: 123 Skipped: 725

#	Responses	Date
1	Make the information more available for persons to see	3/3/2014 12:11 PM
2	The Union needs to make all information available to members and act on their responses and comments. The average Union member isn't an idiot and doesn't expect to be treated like one as was the case in the last negotiations. All clauses and elements within any agreement need to be clarified as to interpretation before any agreements been signed. W, as Union members are fed up of being told by our Union, that "Management Wouldn't/Couldn't interpret it like that", only to find out when the agreement has been ratified, that that is exactly how management intended to implement the agreement. This has happened on a number of occasions in the past not only in the last negotiations...ie Weekend Travel.	2/28/2014 5:19 PM
3	Not sure	2/28/2014 5:01 PM
4	unable to comment as wasn't in a position to receive information efficiently	2/28/2014 1:38 PM
5	Access to the information was fine, just understanding all the different pay rates was very confusing	2/28/2014 10:45 AM
6	Be up front with any information we are the union you guys are our delegates	2/28/2014 10:45 AM
7	The information provided was only for a selection of the staff and excluded the information needed for what was relevant for me. I was told I could get it online at our NZPFU site. When it was found not to be there as indicated I went ahead with an e-mail through the union asking for the info to be sent to me and even then to this day I still have not received it. As a member I should be able to expect the same amount of support and representation that my fellow members receive and not to be ignored just because I represent a different group than the ones they chose to focus on. VERY disappointing I have to say!	2/28/2014 9:39 AM
8	on line	2/28/2014 7:33 AM
9	the focus was on issues that detracted from the main issue of pay for the majority.. worded so it sounded favorable? i couldn't believe what i was hearing.	2/28/2014 7:21 AM
10	the union needed to be more involved	1/27/2014 10:43 AM
11	Was a rookie at the time	1/23/2014 3:34 PM
12	High light in plain english what it actually means	1/22/2014 6:31 PM
13	Up to date information made available prior to meeting's	1/20/2014 9:55 AM
14	alot of the pay questions didnt give clear comparisons between what a person was getting for a sunday night o/t to the new sunday night rate etc etc	1/13/2014 7:24 AM
15	I found that some of the information was conflicting and hard to find. Maybe some better explanations of part of it would have been good. Some of the social media although at times was a place for rumors to start it was also a place where rumors could be stopped. Well done thank you.	1/10/2014 9:35 PM
16	With the cost of the fees, I think that a detailed letter, be post to all members home addresses, explaining all the correct information of the contract to be offered.	1/9/2014 6:50 PM
17	Send an email link.	1/9/2014 8:58 AM
18	There were alot of issues that were not explained clearly, that needed clarification before the voting took place. This was not done and a lot of misunderstanding of the contract to follow.	1/8/2014 12:37 PM
19	access via email. station visits by union reps explaining a little more.	1/8/2014 10:19 AM
20	dont know	1/8/2014 10:15 AM
21	Too much and very messy	1/8/2014 8:56 AM
22	change the whole structure .	1/8/2014 6:38 AM

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23	MORE ON LINE AVAILABILTY AND A FORUM WHERE MEMBERS CAN DISCUSS AND PROBABLY ANSWER EACH OTHERS QUESTIONS THROUGH DISCUSSION	1/7/2014 3:19 PM
24	Give the information that members ask for!!!! So we can compare who we're compared to!!!	1/7/2014 1:58 PM
25	provide the information that has been requested by many.	1/7/2014 11:12 AM
26	A dedicated web page covering Specific threads on Negotioations and also a cleaner bullet point notation available for print off for members on Station	1/7/2014 10:12 AM
27	Give actual in the hand pay increase figures for each rank	1/7/2014 9:39 AM
28	For such a big change to what was our conditions and contract in the system that we are now employed on. There was no contact from any of the unions from the modles used as companys on these systems. I have since spoken to employees on these systems. who are not overly impressed. I would have thought union to union communication would have been your first step and infromation from them showing how good or its short falls. But we see nothing. Why?	1/7/2014 7:34 AM
29	this process needs to be more transparent and important issues more easil displayed and understood	1/6/2014 12:13 PM
30	Maybe a video like the K99 videos, having someone detail the proposed changes/outcomes and how they affect each rank. This could also be done as a power point.	1/6/2014 7:47 AM
31	More consise info on the actual important parts of the CEA	1/6/2014 7:13 AM
32	By putting back into laymens terms just the basic nuts and bolts	1/6/2014 7:10 AM
33	simplify	1/6/2014 7:03 AM
34	in our particular situation the projected image was shit and hopeless to read and i was near the front	1/5/2014 10:08 PM
35	the information was easy to locate but on this occasion was better delivered via meetings	1/5/2014 5:44 PM
36	the pay rates were very confusing and the layout of the powerpoint presentation on the handouts needed to be more spelt out in laymans terms and maybe listed as to what we are getting and what we are losing via signing the contract and i would like to see the use of computers for voting because you represent the members yet not all can make the meetings to vote which is not looking after all our members interests and right to vote	1/5/2014 5:40 PM
37	some information was not given out until ratification meeting. Not enough time to process it.	1/5/2014 5:40 PM
38	Available information ... Exactly! Not all information was presented or was weighted in certain direction as to support the union and employers desired outcome.	1/5/2014 3:15 PM
39	share point so discussions union minutes can be seen.	1/5/2014 2:25 PM
40	by giving the delegates more information to work with when presenting a negotiaton case so that we can find out what we want to by simply asking them.	1/5/2014 1:19 PM
41	I have no idea where the information was.	1/5/2014 11:39 AM
42	explain how proposed conditions effect other unrelated conditions, to help build a better big picture. This would lend towards proposed ratifications seeming less sneaky. The ratification meetings i've been to - people seem to take up alot of time staying hung up on certain issues (entertaining but not sure if helpful), rather than being able to illustrate a big picture that could maybe have some trouble-shooting discussion around.	1/5/2014 10:43 AM
43	Information was a done deal. We were not given a chance to put our point forward. Janine Hearn should never have been at the meeting. The employer had already made up its mind. the comparision with other industries. None of those industries ever put their lives at risk.	1/5/2014 10:10 AM
44	Computer information isthe way to go. The notices that come via mail are not read.	1/5/2014 9:39 AM
45	region reps making copies avalaible to all staff who request ity, or via email, web page. keep it simple	1/5/2014 9:25 AM
46	Information did not relate to Communications Centre Staff	1/5/2014 9:23 AM
47	tried to find the power point information just the other day, should be still avaliable on the union site,	1/3/2014 7:43 AM
48	stick to the subject	1/2/2014 9:43 AM

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49	The question is not about access but quality. In my opinion, it appeared there were a lot of 'grey areas' with no definitive answers at the time. The NZPFU are part of a global alliance of fire service unions, along with other countries undertaking similar modernisation, this proposal should have been (at best) peer reviewed or advice/feedback sought from other unions - both internationally and locally (ie CTU)	1/2/2014 9:25 AM
50	Personally email the proposed contract to me. Having to look for it "somewhere" was not in my best interests. It would be far easier, for me, to have it personally emailed. As that is an easy option for you, why wouldn't you do it?	1/1/2014 7:17 PM
51	Im not a communication expert get some one who is	1/1/2014 4:33 PM
52	Some information was not complete that was provided for about the pay in other industries compared to what firefighters are paid. A median does not represent a true average and can be very misleading. Raw data figures should be provided without company names to truly have an understanding of where firefighter pay lies within other industries. This left me with a feeling of misleading information. Median Mode and Mean should all have been provided for and then firefighter wages compared on in standard deviation, This would truly provide for a better understanding of where firefighter wages are situated against other industry.	12/31/2013 2:11 PM
53	Online access.	12/31/2013 8:28 AM
54	need to provide the detail to members (mail it)	12/30/2013 2:49 PM
55	Local representatives should be providing more information earlier before meetings. Rumours of pay increases for S.O's were circulating for months before any information surfaced regarding pay decreases for rookies.	12/30/2013 10:54 AM
56	full disclosure of all the key points	12/30/2013 10:44 AM
57	involve the staff you are negotiating for.	12/30/2013 9:22 AM
58	Provide the information to the membership well ahead of the information meetings. The process that was used was to withhold information until the information meetings. This does not give sufficient time for members to read and fully understand the proposal before it is up for discussion. This process is designed to stifle proper and informed debate and is unfair to the membership. Lack of proper consideration and debate assists the employer.	12/30/2013 9:05 AM
59	Far too complicated. Too much to understand. Perhaps highlight key points online for an extended period	12/30/2013 8:43 AM
60	Make it easier for us ordinary people	12/30/2013 8:30 AM
61	more information required faqce to face from union reps	12/30/2013 7:28 AM
62	There was a lot of informatio to pass on and not enough time.	12/29/2013 7:50 AM
63	employ young people to write in the 21st century	12/28/2013 5:46 PM
64	Hard copy	12/28/2013 9:00 AM
65	Readings around such an emotive topic as a new contract with a totally different approach to bargaining are designed to be informative but, will always be clouded by discussion, rumour, scuttlebutt or ideology from parties with good intent always clouds personal judgements to the point of the individual wondering if they are getting the right vibe or are they missing the hidden message. Perhaps a suspicion of those that have been through the bad processes.	12/28/2013 8:15 AM
66	Actually inform us what is going on and what you are trying to acheive	12/28/2013 7:56 AM
67	Information irrelevant as union and NZFS appeared to have only one outcome and there where no alternative options.	12/28/2013 7:52 AM
68	give us the correct information not the lies you told us	12/27/2013 4:56 PM
69	The only way to improve access would be to email/mail it to every individual which may/may not be possible.	12/27/2013 8:27 AM
70	i had to hunt down on web sites to find it also only information i found was what the union wanted me to see ie most asked questions	12/27/2013 8:09 AM
71	Not all the information was correct and the union did understand all of the information it was puttig accross.It wasd to involved and the union members who put the information accross had alot ot gain if ratified.	12/27/2013 8:08 AM
72	I dont believe all information is presented impartially and in many cases only what the union officalls want us to hear is presented and crucial points are lef out.	12/27/2013 7:41 AM
73	the whole contract should be explained simply instead of in legal speak.	12/27/2013 7:29 AM

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74	Online in simple english	12/27/2013 7:23 AM
75	not sure	12/27/2013 7:07 AM
76	Away overseas	12/27/2013 6:53 AM
77	Improved presentation: Dividing the material into sections and providing headings and explanations for each section. Moving charts and tables to an appendix to be referred to as required. Providing worked examples. Q & A forum was useful.	12/26/2013 3:41 PM
78	clearer breakdowns and agree for information to come from one source	12/26/2013 3:34 PM
79	Seemed that we were only getting the good parts	12/26/2013 7:48 AM
80	Maybe the union could conduct more meetings for the members in more convinent locations	12/26/2013 7:32 AM
81	.	12/26/2013 7:19 AM
82	About a dozen different items on different attachments,making accessing the info laborious.	12/25/2013 6:47 PM
83	have all information relevant to any new changes available to read before and vote is carried out	12/25/2013 5:36 PM
84	Provide references to relevant material.	12/25/2013 4:29 PM
85	Full disclosure of proposed contract before ratification.	12/25/2013 12:16 PM
86	Mailing it out to individual firefighters	12/25/2013 11:10 AM
87	Put it ALL online when you get it!	12/25/2013 9:32 AM
88	I think locals should help make access easier	12/25/2013 8:03 AM
89	The whole process seemed to be channelled in one direction and I felt that the process was being pushed through and dressed up so that the people getting the substantial rises had their questions answered so there would be a yes vote, whilst the newer less influential members were not looked after well enough. I am pleased that finally we are on a simpler pay structure, but feel that OUR union that WE pay for, seemed to be working more for the NZFS and NOT its paying members. When questioned about how it was all going to work, answers were 'fluffy' and not committed. I am not a lawyer and I do not have sufficient funds to be able to engage one to read and check my contract, I rely on the NZPFU to negotiate fairly on my behalf as do the other 1700 odd paying memebbers.	12/25/2013 7:41 AM
90	Information in video format explaining what changes are, how they benifit us or how we would suffer from the changes. and be avaiable online with text and email updates when it is updated.	12/25/2013 7:41 AM
91	Have it available via e mail	12/24/2013 8:35 PM
92	A lot of the relevent information was asked for but not provided before ratification meetings, this presented a skewed result and kept a lot of people in the dark. A sizeable number of people think this was intentional.	12/24/2013 7:24 PM
93	Again, you need to include the comm centres in the provision of all information that has any impact on any part of our working conditions and that includes our pay.	12/24/2013 6:57 PM
94	provide written info before going to meeting	12/24/2013 2:04 PM
95	Send out via email	12/24/2013 11:28 AM
96	make it more concise. a lot of figures in spread sheet form doesnt make for easy reading and as we've found out can mask the truth because of this	12/24/2013 10:22 AM
97	cant remember	12/24/2013 10:20 AM
98	make it not so hard to understand	12/24/2013 9:34 AM
99	drop the techniquial jargon. Black and White " this is what you are getting this is what you are loosing" People still have no idea what our new contract consists of, including myself	12/24/2013 9:11 AM
100	It seems a lot was made clear to me by people reading the information themselves and passing on things poorly explained during the meetings.	12/24/2013 9:01 AM

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101	If the lead in time between a proposed negotiation and ratification was longer, then the information available, online and printed would be further digested/shared by personnel which is part of information access. This could then be discussed online and on station by members and the union so greater clarification would be reached before meetings are attended.	12/24/2013 8:35 AM
102	Adequate discussion time is required to help realise the implications of what we are voting for and how it will affect us down the track.	12/24/2013 8:35 AM
103	more direct contact with info	12/24/2013 8:32 AM
104	There were conditions not highlighted in meeting which should of been such as losing weekend travel time.	12/24/2013 8:22 AM
105	unknown	12/24/2013 7:43 AM
106	Comparisons; of what we currently have, to what we potentially could gain or lose. My guess is most people will consider: 'What is in it for me?' having a comparison and the effects on each rank/role will enable the opportunity for everyone to make an informed decision.	12/24/2013 7:24 AM
107	Regular updates to the local committees to pass on to members and more regular emails to members.	12/24/2013 6:34 AM
108	you figure it out	12/23/2013 9:25 PM
109	one make the ratification an online one, this gives everyone the opportunity to vote. 2. get someone to negotiate on our behalf that has some sort of skill in the area, not just some muppets for the national exec	12/23/2013 8:27 PM
110	Have a union rep informed of the information and have smaller watch meetings so that ideas can be voiced and questions asked outside of a big union meeting as some members do not find it easy to ask a question in front of a large group and on the other hand the same members that always ask questions do.	12/23/2013 7:26 PM
111	Send the information out before the meeting so members have some time to digest it before hand and ask questions at a information meeting. To not send it out first for member to peruse was wrong.	12/23/2013 6:53 PM
112	Have two versions. The long in depth version and the short important detail version. Have a selected band of "Beta readers" to tell you if you have it in a format that can be understood. These people would be from different regions and all ranks represented by the Union	12/23/2013 6:31 PM
113	the information was changing almost as if the negotiation team were making it up as they go	12/23/2013 6:17 PM
114	More time with more clear information. people presenting information may understand what's in the information but it needs to be more people friendly.	12/23/2013 5:55 PM
115	upload it to your website earlier and highlight what the changes are.	12/23/2013 5:53 PM
116	It will help if information is relayed to all members in a more timely manner. Be more transparent and relative to my job.	12/23/2013 5:43 PM
117	After the contract was ratified all the information went missing from the union website. Ridiculous.	12/23/2013 5:40 PM
118	Some of information produced was inaccurate and generated unnecessary concern over amounts etc that were incorrect. If you are going to publish information make sure it is 100% accurate before its released.	12/23/2013 5:27 PM
119	Send me an email in advance with a summary and the link to the full contract.	12/23/2013 5:20 PM
120	Clearer info online.	12/23/2013 5:20 PM
121	Give all info , not just NZPFU good news	12/23/2013 4:56 PM
122	Individual emails or links. Face to face always wins	12/23/2013 4:51 PM
123	fuck knows	12/23/2013 4:47 PM

Question 14 open response

This question asked respondents to give a brief explanation why they voted **against** the contract.

There were 266 respondents.

Popular themes amongst the respondents are that the contract wasn't equal for all members, nothing in it for them, no pay rise for some, some suggesting it was a pay cut, some saying we robbed peter to pay paul, some were worried about future fire-fighters earning less, Not happy with the pay comparison process or benchmarking process, Officers got too much.

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Q14 If you voted against the contract, please give a brief explanation why

Answered: 266 Skipped: 582

#	Responses	Date
1	Because I believe it was bad offer and people will realise the ramifications of this in coming years	3/6/2014 7:57 PM
2	When I applied for the job, and when i signed my original contract, i went into this job knowing that the first two years would be a real struggle and then i would get a substantial pay rise. Only now for that to be taken away from me. I will end up better off they say. How are you meant to survive on the new QF rate with a family and mortgage?. I also think that few have done well out of this and it is going to hinder my progression in the future.SO courses are going to be very difficult to get onto.	3/6/2014 7:01 PM
3	i recieved a zero percent pay rise yet my work load is getting bigger	3/4/2014 7:48 PM
4	If I had been able to vote it would have been in favour	3/4/2014 4:35 PM
5	As a Qff with over 15 years service We were told via a bulletin we would be brought closer to SFF wages. As I have not had one extra cent in my pay packet since ratification, it confirms my distrust of these negotiations.	3/4/2014 3:13 PM
6	had i been able to vote i would have voted no.i will not vote for a contract that is uneven,that is,divide and conquer contract(some get pay rise others do not!)	3/3/2014 3:19 PM
7	in the medium to long term we are no better off. My pay is still well down on what we were earning 10 years plus ago. It was all for the short term not the long term.	3/3/2014 3:13 PM
8	As a QFF With 18 years experience we were very much miss represented	3/3/2014 8:45 AM
9	Didnt agree with the new wage scaling.Sick leave should remain the same as we need to be one hundred percent fit and well to do our job to the best of our ability Not 99% or less	3/2/2014 3:41 PM
10	N.A.	3/1/2014 7:32 PM
11	If it is the one I am remembering correctly then there was nothing in it for me! Senior firefighter with less than 10 years experience!	3/1/2014 5:39 PM
12	Why would 75% of the fire service vote for 25% of the fire service to get a pay rise, dumb	3/1/2014 10:11 AM
13	I disagree with the hidden contents of the contract that were not explained to members. The payrise given to the officers at the firefighters expense is unjust, I do not disagree with the Officers receiving a payrise widening the gap between the firefighters this is long overdue however I do disagree with new appointments getting paid less to do the job, at any rank, today than what we received prior to this contract. The benchmark should have been set at what the current rate was for the rank at the time of agreement.	2/28/2014 6:09 PM
14	did not beleave the nzfs would up hold there end of the bargain	2/28/2014 5:27 PM
15	Voted for it.	2/28/2014 5:22 PM
16	did not vote	2/28/2014 5:01 PM
17	n/a	2/28/2014 5:01 PM
18	Although grand fathered, I felt that the new changes would not be suitable for future Fire Fighters who were new to the job and trying to support a family	2/28/2014 3:26 PM
19	because I didnt understand it properly and later found out that we werent told a number of things until it was all over.	2/28/2014 1:08 PM
20	I didn't vote, but if I had of attended I would of voted against it. Why give a pay freeze for QFF and in some cases a 13% increase to SSO's. There was not enough simplification of the technical data of the settlement. Not enough interputation of detail. (for example why not just say: QFF pay freeze, SSO massive increase. SFF Grade 1 will be being paid more TWW than a 1st year SO) Simplified details like that make it easier for members to understand. Other wise everyone is left up to interputing that data themselves and just look at the data relating to them. Sometime people vote no for contracts because they have a worse impact on others, than themselves. i think they use to call that making a unified descision. Not just voting on a contract that is only good for one's self.	2/28/2014 1:02 PM

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21	Because there was no Pay increase of any sort for a SFF less than 10 years	2/28/2014 10:46 AM
22	I did not believe we looked after all firefighters, there was money there why not a percentage increase	2/28/2014 10:46 AM
23	Loss of conditions, loss of pay against inflation, basically gave the message that the fire service employees should be greatfull for a job and put no value on what we do, devalueing not only our profession but the monetary value we have in saving/protecting property etc.	2/28/2014 7:28 AM
24	even though pay scales would increase, a detrimental long term effect with floaters, we will all be floaters eventually.....the conditions we have had been LONG fought for. to let them slip without reasonable compensation is mindless.	2/28/2014 7:25 AM
25	I didn't want a pay rise which was paid for by other firefighters	2/27/2014 8:39 PM
26	While I never begrudge officer increases, senior FF got very little	2/11/2014 7:21 PM
27	Divisive and potentially damaging	1/31/2014 11:04 AM
28	Proposal did not benefit all ranks. Risk involved when changing status quo.	1/29/2014 7:42 AM
29	It was bullshit, dividing and conquering tactics, even to the point of giving SFF with 10 years in the job a payrise that other SFF will never see!! And the national union endorsed this, its enough to make me want to pull my membership.	1/24/2014 8:22 AM
30	Based on what others were voting at the time. Didnt know enough about it.	1/23/2014 3:35 PM
31	Because the QFF rank and and new recruit rank in my opinion were cast out and forgotten about. Either that, or they were just plain shafted.	1/23/2014 7:00 AM
32	Short sighted	1/22/2014 6:32 PM
33	Derek Best and the NZPFU negotiating team sold us down the road. Derek Best has long gone past his use by date and can not be trusted.	1/21/2014 6:05 PM
34	Lack of knowledge of the true content	1/21/2014 1:07 PM
35	It was the first time that a majority of the payrise went to only a couple of ranks (officers) and bugger all for the rest. I think if you had the vote again it would not be ratified as some of the payrises or extra money has not eventuated due to some allowances been removed etc. I feel it is a crazy move to reward one rank (officers) and not the others. I hope its not the start of a big divide as the union will lose a quarter of its membership or three quarters of it depending on who they wish to represent.	1/20/2014 8:49 AM
36	I was unable to vote	1/19/2014 8:59 AM
37	I felt it dissadvantaged the firefighters even though a pay gap is needed between SFF and SO	1/15/2014 6:45 PM
38	Totally disagreed with spliting the cost with FS Management to get Hayz group involved. Feel it back fired big time. We were lead to believe we were underpaid and found out most of us are over paid. Told union not too but was assured we would be shown to be well underpaid. Did not use police which I believe should have been the starting point.	1/15/2014 3:12 PM
39	I did not want to take a pay rise to the detriment of my fellow fire fighter of lesser rank.	1/14/2014 9:04 AM
40	I think we should be working collectively for better pay rates not dividing our ranks . The only way we have barganing power is as a combined workforce . I saw this last negeotion as a step back	1/13/2014 6:33 PM
41	Very unbalanced pay structure	1/13/2014 6:08 PM
42	N/A	1/13/2014 8:44 AM
43	It was a rubish deal for Firemen, talk about driving a wedge between the ranks. This would never have happened when I first joined in 75.	1/13/2014 8:13 AM
44	Sold away doudle time to easily. Have a contract tied to our sickness use, which we already had an agreement in place of acceptable use. Used comparisons to get a hourly rate with industries not even closely related to us, instead of police, airport fire, etc	1/13/2014 7:30 AM
45	I do not wish to disclose my voting preference. There were good and bad aspects to the contract	1/12/2014 5:30 PM
46	Limited number of officers able to do executive office programme. Those doing excutive officer programme seem to be the wrong people i.e. non uniform managers and SO's with minimal operational experience. This also allows new SSO's to be pasid more than longer serving SSO's.	1/12/2014 3:31 PM

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47	We are screwing over the new guys and 5 years to get your full SO rates, if you get promoted now, means a SFF with SO quals is on more them you.	1/12/2014 9:08 AM
48	guidelines not clear enough	1/12/2014 7:50 AM
49	Being a SFF, the contract left me with nothing extra, apart from higher cost of living.	1/10/2014 3:24 PM
50	I didn't vote because of Family matters at the time	1/10/2014 12:31 PM
51	Couldnt vote but would have voted NO as we lost too many conditions and to rob peter to pay paul does not work	1/10/2014 8:01 AM
52	It was advocated by FS HR	1/10/2014 7:04 AM
53	As I have already said, I did not vote because I was away on a fishing trip. I view is that something as important as a contract for employment, everyone should have a vote wether you are at the meeting or not.	1/9/2014 6:54 PM
54	If the Fire Service thought it was a good contract then it wasn't good for the workers. They have never looked after us in the past.	1/9/2014 3:05 PM
55	Nothing in it for my rank	1/9/2014 1:14 PM
56	In all the years (25) I have been in the fire service this is the frst time I have seen the officer group get such a major rise at the detrement of the lower ranks. Is it a ploy to drive a wedge? It shows the value that is placed on the firefighter group who risk their lives for the pitance they pay us. The fire service always come up with the excuse of retention and recruitment yet a receptionist makes more per hour than a firefighter.	1/9/2014 12:30 PM
57	I voted yes	1/9/2014 11:59 AM
58	I felt that there should have been a more indepth study into our roles , not just pickin a SO and SFF from 2 stations . Our role is varied across the contry , and I think the focus should have been on the collective , not Ranks , Although I Agree Officeres deserve more pay, I fundimentaly think it should not have come at the expence of the FF Group.	1/9/2014 11:48 AM
59	I voted against the contract because there was nothing for SFF with less that 10 years service this to me was like a good kick in the guts then you go and grandfather all the QFF.	1/9/2014 8:41 AM
60	no pay increase for QFF	1/8/2014 1:13 PM
61	The pay increase needed to be shared across the membership	1/8/2014 10:49 AM
62	Did not benefit me what so ever no payrise does not put food on my familys table Auckland is an expensive place to live and increasing annually.	1/8/2014 10:20 AM
63	n/a	1/8/2014 10:15 AM
64	N/A	1/8/2014 8:11 AM
65	Did not vote as I was on holiday. Would like to see on line voting as this is a simpler way to vote if you could not attend a meeting. I had already decided which way I was going to vote and would have liked the oppotunity to do so.	1/8/2014 7:53 AM
66	Why would i vote for a zero increase for QFFS.Absolute rubbish	1/8/2014 7:40 AM
67	N/A	1/8/2014 7:27 AM
68	I agreed with the majority of the contract, bar the decision to not give new FF's the option of choosing whether to stay on the old pay system or move onto the new ratified option.	1/8/2014 7:26 AM
69	What is the point of having a secret balot if you ask respondants to declare if they voted for or against? A number of important issues were - in my opnion - strategically overlooked in the information process.	1/8/2014 7:19 AM
70	i didnt vote as Auckland never gets listened too. our union is a bunch of 12 people that sit around get backhanders from the top and when we put in remits to do things if its voted out by more than 6 people then our remits from country wide get tossed out . fucking archaic	1/8/2014 6:41 AM
71	I was not supplied with the information that I wanted (ie: who am I compared to in the job that I do). Also tell us how many replys to the survey that was given out, not say we sent out 30 and we're compared to those, when in reality there was only 7 replys. And of those none were emergency service workers. I feel there was deception and I don't think the union truely represented ALL of it's members. Rather they created a division...	1/7/2014 2:03 PM
72	Didn't vote	1/7/2014 1:41 PM

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73	It has once again proved that there are still a lot of unhappy personel given the percentage that didnt sign in favour, there should have been a pay rise of roughly inflation across all ranks, then what was left divided amongst those that needed bringing up to satisfactory levels. in no way should our negotation be linked to attendance improvements nor compared to other government organisations as we are very unique, we have to be 100% to do our job unlike someone who sits behind a desk.	1/7/2014 11:17 AM
74	N/A	1/7/2014 10:12 AM
75	I didnt but in retrospect I would have if I had understood how unfair the pay rise would be for the lower ranks	1/7/2014 9:41 AM
76	the union has changed its mind in splitting up the pie of money for wages over the years when it comes to a new contract. The reasons why and how this is done has changed many times. Any good union man knows that you start at the bottom and it is spread out fairly. This contract broke all those rules . this contract is a disrace. Our union has done little to imprve its membership or its own culture with the fire service. Membership and moral will suffer and it will be these issues that cause further problems. I could not vote for that type of contract	1/7/2014 7:43 AM
77	N/A	1/7/2014 7:28 AM
78	Didn't feel I had much to gain as an individual FF and have concern around/unsure about where this step will lead down the track.	1/6/2014 7:56 PM
79	Because we were getting screwed again, firefighters that is, even bigger gap in wages now between officers and firefighters.	1/6/2014 6:32 PM
80	Unfortunately I had personal issues happening at the time which meant I wasn't able to give the proposal my full attention, but I voted no because I dont think the pay we get is equal to the job and skills we're expected to have, and the comparisons undertaken and how we were benchmarked with other sectors was not a true comparioson forwhat we do. Where were the police teachers, nurses, on those comparison lists? There didnt appear to be any recognition of the dangers of our job either. I also think we have sold future firefighters down the road and I'm pretty disgusted with this contract being ratified.	1/6/2014 6:04 PM
81	Are you serious in asking that question, what privacy in on line surveys?	1/6/2014 3:01 PM
82	I believe that we are are short changing ouirselves in terms of our value. The pay parity calculations were badly done. We deserve more money overall, because of anecdotal comparisons with other fire brigades (these cannot be ignored) and because of the health costs and risks accociated with the job, as well as the skill levels required.	1/6/2014 12:53 PM
83	What information was given out was changing all the time, too many graphs and tables with to many pay scales, no way to work out your hourly rate, to complicated to work out thing but mainly no increase for QFF which make up the bulk of fire fighters plus it was unfair to all others and I think the commission where 3 steps ahead of our union who couldn't see this coming or the over all picture of the new contract or they wouldn't been doing this survey to find out why to many members are unhappy with it.	1/6/2014 11:22 AM
84	I felt my union had let me down. I can understand the direction it wanted to head in. It felt very top heavy from the commission.I recieved no increase in %. Which made the whole process hard to swallow. I cannot for the life of me work out why the officers recieved such a huge increase and yet SFF 10 years or less received nothing. Its a joke that we are of no value yet we are all in a bracket of been very competent firemen, having gained the rank and have experience. Not to mention the fact that most SFF with less than 10 years have young families and mortgages to pay. We have been sold a lie that the government wont pay more than 2% yet the officers gain a huge payrise and back pay. You then wave a carrot of S.Os yet you want us to get involved in a course which is degree like workload. My wife laughs at our union, she is a teacher, and every year their negotiations come up they walk a way with another increase. I think I have walked away with 4% over 10 years. while she has gained 7% increase. Thanks heaps. I feel very valued by a union that supposedly has my best interests at heart. You have created a rod for the members back by getting in bed with the commission. I can see the union having very little importance/impact from here on in, with its representation of Firefighters. And next time you want to bad mouth your members at information meetings I suggest you take some tact and act professionally and do it out of view.	1/6/2014 10:45 AM
85	i should of voted against it as i lost pay when they said no one will	1/6/2014 10:12 AM
86	it was not a fair contract for ALL staff.	1/6/2014 8:52 AM
87	No vote unable to attend meeting.	1/6/2014 8:26 AM
88	N/A	1/6/2014 8:25 AM

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89	Should be CPI not market rates. Don't agree with who we were compared with. Not going to manage my crew's sickleave. 2 yr contract but 5 yr implementation? Should have started at the lowest rank for a pay rise and worked from there. Once again we took the "best" offer on the table - we always seem to take the scraps on offer (reactive, not proactive)	1/6/2014 8:09 AM
90	I did not get to vote , but would off. The pay level have dropped to far and this has not helped unless you are a officer. A high leave off union exc are Officers , looking after them selfs first and lost sight of the lower ranks.	1/6/2014 7:46 AM
91	At the meeting some of the information wasn't passed on in this meeting and the last	1/6/2014 7:38 AM
92	Didnt like it	1/6/2014 7:29 AM
93	BUY HAVING THE UNION SOLD DOWN THE DRAIN BY MANAGEMENT AGAIN	1/6/2014 7:11 AM
94	The 5 year levels of pay for SO's.	1/6/2014 7:11 AM
95	wasn't what i wanted	1/6/2014 7:04 AM
96	As a SFF I receive no increase in pay.	1/5/2014 8:52 PM
97	All sff regardless of time in the job should have had the same pay rise as the other sff rather than separating the pay within the same rank.....	1/5/2014 6:34 PM
98	My pay rise is now dependent on Firefighters using less sick leave. No pay adjustment for long term SSOs. Too much bull about the process	1/5/2014 5:48 PM
99	N/A this is my business!	1/5/2014 5:48 PM
100	i voted against it because in my mind it was a contract for 25% of the members not 100 % , i was under the impression that the union worked for all of us not just some . i no the officers needed separation in the wages but not as much straight away and basically nothing for the other 75% .	1/5/2014 5:43 PM
101	info given prior, to hard to understand. pay rates,	1/5/2014 5:42 PM
102	I do not agree as the contract did not support the well being of the majority of firefighters.	1/5/2014 5:40 PM
103	na	1/5/2014 5:29 PM
104	Because I didn't get a pay rise at all compared to others. How can we have a pay rise but part of the organisation don't get one at all. I feel under valued and I feel like pulling my money out of the union.	1/5/2014 5:27 PM
105	I get nothing out of it. No payrise at all, yet the officers get heaps.	1/5/2014 4:54 PM
106	If I had had the opportunity to vote I would have voted against it. I do believe in a greater differentiation of pay between the ranks and have always wondered why this wasn't done decades ago. However, I don't believe this needed to be done at the expense of lower ranks and future rookies. By lowering the starting wage you will fail the attract and keep good quality people for the future. Anyone suitable will leave when they realise they can't support their family on the starting wage.	1/5/2014 3:20 PM
107	I didn't vote but I was definately against the contract. I knew the contract would be voted in anyway (legally or otherwise) so why waste more of my own time on a futile exercise when I could be making much needed extra cash working a real job apparently?	1/5/2014 2:48 PM
108	Not in my interests at all as a career firefighter to endorse this contract. ie financial gain	1/5/2014 2:38 PM
109	If i actually got a chance to vote it would be no. This was a slap in the face for SFF. The hourly rate I am on now is disgraceful. We have had huge rises in insurance costs. fuel, food, clothing, not to mention everybody else increasing their rates as well so for me this is like not getting a pay increse at all. Yes I can and i am currently doing my S/O Taps but the increase to S/O is not enough and to SSO as well. There has to be a bigger margin between these responsibilities. This union lacks effective communication and commitment. It needs to share more information between local unions. We need an effective PR campaign. We need to see more of Derek Best on the TV when the NZFS Management are on TV. I feel I know Greg O'connor more from the police because of the stong presence he has for his members.	1/5/2014 2:35 PM
110	my vote is irrevelant, however i do feel the professions that we are mirriored with for pay increases i would question how often they recieve yearly pay evaluations or indeed increases. why have split levels of pay within the same rank???	1/5/2014 1:40 PM
111	there was nothing in it for me unless I chose to get the next qualification...even then the pay rise was not significant enough for me to justify a "yes vote". Why can't everyone be recognised for the work done at each individual level rather than forcing someone to go up a chain with limited links.	1/5/2014 1:22 PM

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112	N/A	1/5/2014 12:08 PM
113	Because it took money from peter to pay Paul. You are helping them remove over time which is the only way auckland fire fighters can make enough money to own a home.	1/5/2014 11:42 AM
114	Even though I got an increase from the contract, I still would not have voted for it as I felt that it disadvantaged others, due to the level they are already at and did not receive any increase. I did not agree with the part payment for someone who is qualified at another rank but do not hold the position, as a lot will just sit back for a number of years and not take the next step up but still get the rewards.	1/5/2014 11:01 AM
115	no	1/5/2014 11:00 AM
116	I have just recently qualified (QFF) so there is no advantage for me. if a new contract comes into place, shouldn't it come into affect for those who have not yet joined? It seems like a money shuffling exercise to me. I think there needs to be a NZPFU component on the Recruitment web site so future employees can make a more accurate decision on wether or not to make significant life changes.	1/5/2014 10:54 AM
117	Simply becuse myself who is a Grade 1 QFF. I had a ZERO Pay Rise. Loyalty & a Good Employee as well as Long Service to the Fire Service. The outcome of the contact was a kick in the guts.	1/5/2014 10:48 AM
118	I did not vote against the contract, but wish I had, I feel we we undersold ourselves.	1/5/2014 10:22 AM
119	A financial gain for ALL...	1/5/2014 10:17 AM
120	Because it was unfair to all parties involved. No benefit to a lot of firefighters	1/5/2014 9:46 AM
121	I feel that the contract was not fully explained and has been moulded to suit progression. The younger members of ower organisation were not looked after.	1/5/2014 9:42 AM
122	I applied to become a Recruit firefighter with the intention of receiving the QFF payment at that time once i had achieved that rank. Now it has changed and the general concensus across our course is that it should have stayed the same with us also.	1/5/2014 9:41 AM
123	The job sizing i feel is totally incorrect. 100% pay for a firefighter should be at QFF level as it is the only level you are required to get to. This is the level that you are required to be able to carry out 100% of what a firefighters duties are. SFF should have been set above this as you are then required to do extra roles such as mentoring, helping with training and you are begining to act in a suporvisory role.	1/5/2014 9:38 AM
124	I voted against it because I feel I am getting a raw deal. We could have done better	1/4/2014 8:43 PM
125	not going to answer	1/3/2014 8:30 AM
126	NA	1/3/2014 8:27 AM
127	this contract has not looked after any member who joined the job after 2000, cst's are happy.....	1/3/2014 7:45 AM
128	Could not provide an answer to my question on how each year both parties will agree ib May how to calculate a pay increase. A 5 year contract effectively nullifies any reasonable negotiation period.	1/2/2014 4:24 PM
129	the main reason is grandading SFF with less than 10 years is not a pay rise for the next generation coming up. But thats how you buy the votes you need. Also the police pay infomation was with held from the survy, how can they when it is a public sector and the pay info sould be avable to us. since they are the closest orgainisation to us but are paid more. it looks very much like the numbers were fixed to give the fire service something that would not rock the boat. not what we're worth accorinding to and honest scale. (ie. including the police pay!!!)	1/2/2014 2:50 PM
130	A basic tenet of trade unionism is to look after ALL members, irrespective whether progression is sought. We have given our lowest paid brothers and sisters a (real terms) pay cut. That doesn't sit well with me. At a basic level we've said a qualified firefighter is overpaid (grand-parenting notwithstanding), the role, therefore, has been devalued and (in my view) this will have consequences. The splitting of firefighter roles only serves to save the employers money. A solution? Disestablish of the Qff and Sff roles and replace with a single role attainable after the probationary period, the pay rate would mirror the current Sff rate and incur enhancements on completion of officer exams/ additional responsibilities etc.	1/2/2014 9:50 AM
131	Am SO cant see why 2 people get different pay rates for the same job, an allowance would be better for SSO qual, was explained trying to get rid of allowances, please answer why allowance paid for IFE then, if you include qualification in hourly rate why not this one as well	1/2/2014 9:45 AM
132	union has lost sight of what our job is all about FIREFIGHTING to happy to please the phony rank structure of which most of the union committeee are	1/2/2014 9:45 AM

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133	Why vote for something that gives you nothing, but takes away	1/2/2014 9:01 AM
134	We had an opetunity to improve all firefighters incomes.This should have been done before officers increase in income. The majority should have benefited first.Not the minority. Having said that the officers did need an icrease.But it should have been done at a later time.	1/2/2014 8:26 AM
135	Because I was uncertain with the information that I recieved, read and was told of exactly what was being offered	1/2/2014 8:02 AM
136	didnt vote	1/1/2014 4:34 PM
137	I was perplexed as to why a union I was financing was screwing me	12/31/2013 4:17 PM
138	I could not vote because I could not attend the meeting.	12/31/2013 2:12 PM
139	I would have voted against it. It has meant a drop in salary.	12/31/2013 8:57 AM
140	Was not benifiting in any way	12/31/2013 8:29 AM
141	N/A	12/30/2013 7:06 PM
142	This contract is designed to suit the employer & not all operational staff!	12/30/2013 6:48 PM
143	Unfair monetary distribution. To much for SSO/SO while lower ranks were dished the scraps. The tagging of sickness into contract (its starting to be misused by management already)...contact AAC Highet for his side of story!!Term of contract too long with fish hooks attached.	12/30/2013 5:30 PM
144	As stated earlier, I was not able to vote. I would have voted against the new contract as a pay rise for some and a decrease for the lowest paid employees is the fastest way to cause upset. Also a lower rookie payrate will further decrease the calibre of applicants for the job. "Pay peanuts, get monkeys"	12/30/2013 10:56 AM
145	The drop in firefighter pay rates lowers the profession to unskilled labourer. When I asked about this at the ratification meeting I was told by Janine Hearn the new recruits had no concept of what firefighters should be paid so it was of little consequence. The very low wages will inhibit and influence the standard of those applying for jobs which will impact on all of us within the organisation. I am surprised the union would value the role of firefighter so low.	12/30/2013 9:14 AM
146	I did not vote but would of voted against it as there were too many seperate issues to consider and only one vote. The Commision was always going to "win". A lump sum backpay further dilutes any future increases again to the Commissions benefit. We could of done a whole lot better.	12/30/2013 8:47 AM
147	Didn't vote	12/30/2013 8:32 AM
148	the biggest jump went to the offices.SFF got bugger all .They are the once doing the most .	12/30/2013 6:39 AM
149	I didn't vote against it however the information received after the settlement iwould have voted against it.	12/29/2013 2:42 PM
150	if i had voted it would have been against as the union is there to look after all members not the chosen few and why wasnt the police and airport fire icluded in the survey to compare wages	12/29/2013 8:48 AM
151	If i was able to attend the meeting i would have voted "no". I do not believe that the current pay structure/rates reflect our actual worth, especially now that we are formally undertaking "medical response/code purple" jobs. And why would you tie in sick leave into our payrates? An on-line voting system would provide more integrity to our voting system.	12/29/2013 8:47 AM
152	As i was not in town and could not be at the meeting I did not vote however if i could I would have voted against it as I feel it should have started with the rookies evaluated what they are worth, which I know is more than they are being paid and worked up from there. a lot of potentially good firefighters are not even considering applying due to the very low wage they would start on, there are some good points in recognising qualifications but overall I feel there are better models around.	12/29/2013 7:56 AM
153	I could not vote for a contract that decreased remuneration for new firefighters nor could i say yes to huge increases for some and basically nothing for others. Very dissapointed with the Union and the Fire Service as to how they few my skill set and contribution and have been considering my options.	12/29/2013 7:03 AM
154	I do not believe that we should agree to what is effectively a pay cut for some to give other a pay rise. I agree officers need a pay rise however not at the expenses of our other ranks. I believe it sets a poor example and presidence for our union.	12/28/2013 2:09 PM
155	was not in the country could not vote	12/28/2013 9:37 AM

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156	the contract negotiated took money from the lower ranks in order to create a pay gap for officers, this could have been achieved by creating the gap over 2/3 contract terms rather than all in one hit leaving a large proportion of the brigade with pay cuts and perhaps our most vulnerable workers. We have lost for ever our o/t double time rates, we have to reduce our absence rate, and not be seen to discourage the new reliever positions which again are in place to reduce o/t across the board. although we got a confirmed hourly rate we lost more than we achieved. Job sizing has not taken into account accurately what we do, we are educators, disaster/rescue and recovery workers and now our roles have been recently expanded again to include medical co-response and then everything else we do as firefighters	12/28/2013 8:33 AM
157	Pay cut and loss of conditions in my opinion is a VERY bad deal	12/28/2013 7:57 AM
158	Bad question should not be asking how i voted	12/28/2013 7:54 AM
159	Not Applicable as I didn't vote	12/28/2013 7:26 AM
160	Because I disagreed with it as a whole and thought that it didn't address enough issues	12/28/2013 7:22 AM
161	N/A	12/27/2013 6:38 PM
162	Because you took from peter to pay paul..... the union secretary is a liar ... and should not be invlved with us at all any more ... he gets paid a ton of money and works to his own agenda NOT the guys on the floor.	12/27/2013 4:59 PM
163	Not fair for FF's - they need a good pay rise.	12/27/2013 2:20 PM
164	No thappy with the pay scale across the ranks. Should of been a pay rise for everyone , not just those at the top etc	12/27/2013 10:37 AM
165	Again not able to vote because out of country. I would have voted against contract,my reasons are I felt it was very unfair and not equeal amoung members.And still cant fathom how we agreed to it. It still rankles alot around table and I believe it will come back to haunt us devide and conquer is now in motion with the fierfighters undervalued	12/27/2013 8:39 AM
166	You would have to be joking, why would you vote for it??? I note that approx one third of the members rejected the Hearn contract. This must be a worrying trend for the union comittee. I remember when possibly 10 members voted against a contract that was recommended for ratification, usally because they ticked the wrong box, not deliberately like this last contract ratification.The main reason I didn't vote for the contract was I didn't believe it was a good deal.I didn't like the way the study was driven by the Fire Service methodology.	12/27/2013 8:15 AM
167	Very little benifit to me as a member	12/27/2013 8:10 AM
168	didnt but should have	12/27/2013 8:09 AM
169	The new contract I think is the right move forward in how we should be negotiating but I feal that at the moment there are too many grey areas in this contract that need to be sorted first.	12/27/2013 7:47 AM
170	dont think you should have this question in here	12/27/2013 7:41 AM
171	no gain. unless you'vebeen in as a firefighter for over 10 or 15 years according to rank. i have not been in the fire service for these ammount of times but have been in the service of the country for well over those period of times and do not recieve long service pay ect (but you get service pay if you worked for the rail service for so x years) . not very fair	12/27/2013 7:32 AM
172	I agreed that a better wage structure but did not totally agree with the way it was achieved	12/27/2013 7:29 AM
173	Not enough information was out there to many stories not enough hard facts	12/27/2013 7:24 AM
174	I didn't vote. I think the concept of benchmarking against outside industry is great and can see how the process was completed. I think there were a number of areas that could have been sorted prior to ratification that weren't e.g. QFF and SSO rates.	12/27/2013 7:22 AM
175	Because we need a good pay rise to keep up with the price of living in this country. And the expected increase in our work needs to be compensated for and not just the bosses who crack the wip.	12/27/2013 7:07 AM
176	n/a	12/27/2013 6:18 AM
177	I voted against because of apparent inequality regarding some of our members.I have detected a high degree of dissatisfaction since ratification.	12/26/2013 8:16 PM
178	N/A	12/26/2013 5:34 PM

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179	I didn't go in to the detail required about what we were losing and about being judged on future pay levels on sick leave, I don't understand or agree with that	12/26/2013 5:22 PM
180	Not appropriate to ask this question as my answer is linked to my e-mail address and would negate the purpose of the ratification process being secret.	12/26/2013 4:01 PM
181	No Recognition of service and experience	12/26/2013 2:16 PM
182	i didnt think it was a good deal	12/26/2013 1:12 PM
183	I did not get to vote. I would have liked to see the comparisons with emergency service wages, I still do not think we are paid enough.	12/26/2013 9:18 AM
184	All ranks should have a pay rise not just the bosses	12/26/2013 7:51 AM
185	Did nothing for me untill I pass the SO taps programme, not even a cost of living adjustment, which really pi#\$ me off!	12/26/2013 7:49 AM
186	not enought in it for me	12/26/2013 7:40 AM
187	The new contracts keep taking our conditions away. Slowly but surely our working conditions are getting stripped. The union should do more to fight to keep what we have and try for more not give them away for a small 2%.	12/26/2013 7:34 AM
188	I voted for.	12/26/2013 7:19 AM
189	As a senior fire fighter it offered me virtually nothing. That was to be expected tho.The Hays group are a company of middlemanagement types.They were always going to give all the chocolates to the officers.	12/25/2013 6:49 PM
190	n/a	12/25/2013 6:06 PM
191	Not Fair for me, as a Union member paid contribution with others, a SFF 8 yrs and recieved nothinging.	12/25/2013 5:56 PM
192	as an officer, i voted for the contract but cant believe that the majority of firefighters did. when the commission have already begun initiating the pay changes prior to the ratification, it can only be seen as a farce.	12/25/2013 5:34 PM
193	yes i did vote against it. I think the union is getting weak and being pushed around by managment there was not a lot in it for me as a SFF	12/25/2013 1:02 PM
194	Did not like the idea of some staff being fiscally disadvantaged while others received substantial increases.	12/25/2013 12:17 PM
195	I felt that the whole process from the ratification meetings through to the voting were not to the benefit of the union. First of all, I did not appreciate the union coming to the meeting with a preconcieved notion on how they thought we should vote, The Union execs came to the meeting with their own ideas to put across and on how we should as opposed to sitting and listening to our points of view and answering the questions that we put forward honestly. This whole deal of taking from the poor i.e QFFs and FF and giving to the rich... is not what a union is about! Piss poor work by the union here!	12/25/2013 10:46 AM
196	I needed more information to make an informed decision and this infromation was not given and still eludes me! Unrealistic goals for reduction in sick leave which go against entitlements and linking these with payrises. No guarantee of payrise under new system. No member should be on less \$ in a new contract. Grandfathering is just lets fuck the new guy clause. All members should be represented. We are worth more than MEDIUM!.....	12/25/2013 10:10 AM
197	Because I think we deserved a bigger pay rise for the job we do. I celebrated my gold star 2 weeks ago. I've only been a SFF for 4 years. I've gotta wait 6 years to get to the same wage as another SFF from my rookies course on my watch at my station doing the same job. YOU WORK IT OUT!!!	12/25/2013 10:10 AM
198	I was not able to vote as I was unable to get to the meeting. However, had I been able to attend I would have voted AGAINST as I didn't feel that the Union had been able to answer questions accurately for a qualified vote to take place and there were FF that were still having on going issues that were not treated fairly, we all pay the same amount and therefore we all have a right to get same level of service from the union. We should not be rail roaded into a decision when there are still unanswered questions. The FF already employed by the fire service should have all been grand fathered in such a way that NOBODY misses out. There is now a lot of animosity towards the Union from some of the newer members wondering why they pay their fees when they get such poor treatment. Remember the Union work for ALL paid members regardless of rank and pay grade,	12/25/2013 7:47 AM
199	I believe we should be gaining on our current income rather than taking from the lower ranks and adding to the higher, now when we progress we are still getting less then others at the same stage in our career.	12/25/2013 7:38 AM

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200	the union is there to represent everyone. in my opinion you let down the recruits,the QFF's,and the SFF of less than 10 years.	12/25/2013 7:27 AM
201	was denied ability to vote due to archaic rules	12/25/2013 6:39 AM
202	n/a	12/24/2013 8:33 PM
203	LAst time we settled the union told us that the relieving clauses will have absolutely no impact at all on us if we didn't sign up to it...nek minnut our very next pay rounng hinges on us signing it and therefore funding our own payrise. I would rather have seen improvements re things like free or subsidised health insurance. The labour party rallies against selling state assests yet that is exactly what the union is doing with our conditions at the expence of our future firefighters. The ones who will soon be voting on my conditions	12/24/2013 7:29 PM
204	no	12/24/2013 6:47 PM
205	I did not get to vote. The voting process needs re-evaluating! There should be more than 1 day to vote. How ever, I agree in the principal of a bench-marking system & the abillity to earn more when you earn qualifications but I believe we have be sold ourselves short, especially our long service QFF's who are now leaving our union due to the injustice they have been served. We should not sacrafice our lowest paid to give our officers more, I do believe that the officer ranks have been under paid, but a pay increase for them should not come at the expence of our own!	12/24/2013 6:33 PM
206	I felt that the explanations and information from the union and Fire Service ssources were conflicting at times, and that a few were benefiting in the short term from the majority not getting proper recognition for their work....and I personally received a pay rise. I feel that a large number of pertinent questions from the membership were rubbished / ignored / disregarded	12/24/2013 6:04 PM
207	N/A voted for	12/24/2013 5:43 PM
208	It seems to me that money was being taken out of of peoples pockets to line other peoples pockets. Even if this was not the case just the appearance of it is enough to divide the union membership and this was clearly seen to be the case (How many members have withdrawn from the union since the last ratification? I personally know of about half a dozen). Although I myself stood to gain about 4.5% for being SO qualified I voted against ratification because I disagreed that I should gain this increase at the expense of others.	12/24/2013 4:59 PM
209	N/A	12/24/2013 11:00 AM
210	I did not fully understand the possible implications associated with ratifying the proposed contract	12/24/2013 10:49 AM
211	I felt the new level recruits/ QF had missed out & were treated unfairly in this contract"...and those of us whom had given a good number of service' were not fairly remunerated in the pay scale..	12/24/2013 10:34 AM
212	not happy with how we the HR/union cosied up to each other ... think we let the newer FF down!!	12/24/2013 10:23 AM
213	taking money off one group of union members to give to another group is ethically wrong and anti union	12/24/2013 10:22 AM
214	I felt there was two issues that should have been voted on.1. Alineing our union to the now accepted other orginizations. 2. The pay increase, One group of workers having such a large pay increase compered to some others.	12/24/2013 10:13 AM
215	Personal reasons. None that i am willing to divulge to anyone	12/24/2013 9:36 AM
216	You convince me why this is a fair contract for all Firefighters....?? I agreed there should be a greater pay scale between SFF and SO SSO ranks, but taking money from the little guys is not the way. You sold us out the other reason is, we are not a organisation that works for profit! there for why would you compare us to fellow companys that sell a product to determine what our personell should and should not get paid.... its ludacris, Quantas,Air New Zealand, Meridan energy, Chorus have no comparison to the Fire service. Police, Ambulance, Crash Fire, Industrial Brigades do. This last contract has placed alot of doubt in my membership with the union. Fight for us, not against us.	12/24/2013 9:20 AM
217	Shafting of newer Firefighters who were in with the old contract but once in get told they are going to get less of the promised payrise that made the job at least a little bit financially viable.Screwing over the current workforce-No pay rise is still a PAY LOSS!	12/24/2013 9:17 AM
218	i dont beleave robbing peter to pay paul. i do belave that the officers in this job arent payed enough but. in auckland it is very hard to survive on less than 50 grand espically if you are taking away all the overtime.	12/24/2013 9:14 AM

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219	I felt it was two seperate items that needed to be voted on. The new method of things and the pay changes. I was not opposed to simplifying the contract, however I was opposed to it being linked to no pay increase and in many cases our fellow fire fighters were basically shafted. I can not understand how our union would be willing to do that.	12/24/2013 9:07 AM
220	Because I believe that it was unfairly slanted away from the lowest ranks. I have always believed that the officers should be well paid, but that you cannot make increases at the top first. You must increase the base pay of all firefighters first, SO rank included. Overtime should be outside of the base pay negotiations or come after. Many many firefighters would happily do less overtime or be paid less for it if the base pay was markedly/reasonably improved. Working 60 to 80 hours a week to keep up with or be equivalent to other jobs who are working 40 - 50 hours makes no sense at all. Higher base rate please!!	12/24/2013 8:45 AM
221	I started on station in April and immediatly my money is being hit, it was robbing Peter to pay Paul, I agree officers need a pay rise but not at the expense of the guy starting out in his career. Our money is not in line with Industrial Brigades which is where it should be. Our career wages should be compared with comparable jobs not the industries listed. I didn't join this job to be doing all the overtimes I can get to make a decent wage, our basic wage needs to be better. Firefighters shouldn't have to do all the overtimes or have businesses outside of firefighting to be able to put food on the table.	12/24/2013 8:45 AM
222	I would have voted against it had I not been overseas... I dont beleive in depriving FF's and QFF's to give the officers a payrise.	12/24/2013 8:26 AM
223	It was not fair to all Fire Fighters, this is the way the UK went eventuality eliminating all over time by over manning and having guys ridding up!!	12/24/2013 8:25 AM
224	N/A	12/24/2013 8:22 AM
225	yes i did vote "no" the reason how can you have some getting a pay rise and some dont we all pay the same fees and do the same job very sad day for the union to split the members this way .you all go on by saying that in the future you will be better off,well i live for today as my bills are today and cant wait for your system to play catch up.	12/24/2013 8:03 AM
226	Because of the lack of balance i.e. recognition for ALL RANKS!	12/24/2013 7:59 AM
227	The contract did not get me as a SFF an acceptable pay increase or address the severe lack of professional development for the SFF who does not aspire to be an officer. It put too much emphasise on the importance of the officer ranks which, in relation to our service to our communities in emergency situations incorrect and overstated.	12/24/2013 7:57 AM
228	I dont see how some of the industries that we are bench marked aganst are relevant to us	12/24/2013 7:51 AM
229	As a QFF I am no better off under this new contract, with the possible exception of an average 1.36% pa "pay rise" (incorrectly sold to us by union representatives as an average 1.8%) attributable to now earning 1.5 times my hourly rate for hours worked on a public holiday (a legal requirement under the holidays act, not a pay rise). The proposal to increase overtime rates (again, not a pay rise) providing members reduce their legitimately taken sick leave totals is a travesty. There are more reasons which I wont go into in the interests of keeping my explanation "brief".	12/24/2013 7:46 AM
230	N/A	12/24/2013 7:35 AM
231	It fails to recognise that firefighters do as much in terms of outputs as an officer at a job. To give a SFF with TAPS more than a senior firefighter is just bullshit..given they do no more and are compensated when riding up. THe 30 industries we are aligned to have noi direct comparison of roles and dangers..and the fact that the employer can change these on a yearly basis dependant on how they are performing is just a nonsense...and one we should never have agreed on. The union is full of officers who ensured they lined their pockets..and forgot about their fellow work mates. United we stand and divided we fall...well we fell and are now a pathetic weak union with no spine	12/24/2013 7:24 AM
232	NA	12/24/2013 5:55 AM
233	I do not believe robbing peter to pay paul was the correct approach, especially for an organization with as large a surplus as we currently have, however I think it is a fantastic idea to have a payscale benchmark, and believe this should have been implemented many years ago. Companies with a more similar skill/job description need to be accounted for however, in the benchmark process.	12/24/2013 5:53 AM
234	It was biased and unfair to the whole of the group that the union represents!	12/23/2013 9:37 PM
235	Not to sure of what i was voting for , as it was a bit technical for me , and there seemed to be a lot of different opinons of what it all meant .	12/23/2013 9:26 PM

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236	what for its done and dusted now	12/23/2013 9:26 PM
237	I object to answering this question. My vote, either for or against, is confidential	12/23/2013 8:46 PM
238	N/A	12/23/2013 8:43 PM
239	Basically because I didn't think it was an even spread of wealth across all ranks. Been in a union is about everyone, not just certain groups.	12/23/2013 8:34 PM
240	I did, because the contract only benefits those that a SFF SO qualified and above. It delivered nothing for QF and fucked over the FF....you robbed Peter to pay Paul. Instead of making mgmt find the money to pay the SOs their dues you took it from future QFs etc and gave us nothing in return. Mgmt wanted relievers they wanted sick policy looked at....and you monkeys gave up these things without getting the majority a fucking dime....you are the most useless arrogant bunch of monkeys I have ever had to deal with	12/23/2013 8:30 PM
241	The make up of the contract I beleive was good, but - But there were points I did not agree with. Job camparison - no comparison with Crash Rescue, Police or other similar organisations which recieve higher wages - with a poor explanation of why not from Janine Hearn. After attending more than one planning meeting - Janines / Best reactions to questions (especially sick leave) seem like a rehersed play. Hence lost my motivation to vote, as I knew then it was going to be ratified	12/23/2013 7:48 PM
242	Because i knew we were going toget shafted...thats proven to be the case...w took a pay CUT	12/23/2013 7:42 PM
243	I voted for it thinking I was doing the right thing but have now found out that we have in a way disadvantaged some members with their pay	12/23/2013 7:28 PM
244	voted for	12/23/2013 7:08 PM
245	The lower ranks got very little out of it, Qff and SFF under 10 years got nothing to write home about, SO and SSO's plus SFF qualified for SO rank got the most. New members of the union will be waiting longer to get up to the levels that old members got to faster. I.E. SFF who now passes their exams for that rank has been ripped. Union should act in the interest of all members and try and get a pay rise so that all members can feed and raise their families without having to jump on the SO Promotion train. A lot of members dont want to be SO's or above. The union has let those members down.I will not forget this shameful action by the union.	12/23/2013 6:59 PM
246	If I was able to vote I would have voted against as i feel that it was not a fair deal to the lower ranks, again!	12/23/2013 6:30 PM
247	Didnt vote	12/23/2013 6:25 PM
248	Nothing for experiencd Sff's	12/23/2013 6:19 PM
249	i didn't get the chance	12/23/2013 6:18 PM
250	n/a	12/23/2013 6:15 PM
251	Good luck with this question.	12/23/2013 6:13 PM
252	Do not agree with lowering initial wage for new Firefighters , after long years of trying to increase this basic starting pay	12/23/2013 6:11 PM
253	we have spent a long time negotiating for an even pay for all staff and this current contract has, as expected started a split in the ranks. i cant see after all that we have been trough that you could even consider a contract that gives more to some and takes even more from others	12/23/2013 6:10 PM
254	Unfortunately not all information was made available to us prior to ratification. Why I do not know when it was asked for. Also, I feel no member of a union should be disadvantaged inorder to reward others in the union.	12/23/2013 6:04 PM
255	Not sure why anyone would vote positively for a contract that divides the workforce into haves and have nots. I don't believe the contract negotiations should have been associated with the job sizing project. Divisive contract. Also would like to know honestly who we were compared with.. not just what organisation said employees come from.	12/23/2013 6:03 PM
256	N / A	12/23/2013 6:00 PM
257	I felt it was a good starting point but felt robbed in not recieving ANY form of pay rise. I also believe lowering the starting rate for new FF will just cause complications later on. You wanted a bigger gap for Officers but don't we all deserve something. Also the change in overtime rates being lowered from double to only 1.5 on states and sundays. As for stat days we legally should have been paid more for these days anyway, it wasn't really something you won.	12/23/2013 5:56 PM

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258	While a lot of work was apparently done to determine our pay scale, it felt like smoke and mirrors. I reject that we can be compared with any other form of employment. What I do know is that my relative income has been eroded throughout my 23 year career, whilst on paper our workload has significantly increased.	12/23/2013 5:52 PM
259	There is nothing in this contract for me. Because i dont want to go through the mammoth task of doing SO Taps i get nothing! Why should i have to gain a qualification i dont want to use to get a pay rise? its a joke. Fire service want more work and more targets but give nothing in return. a poorly negotiated contract that is divisive to the different ranks. divide and conquer it would appear.	12/23/2013 5:50 PM
260	I believed it was a lot of propaganda from the union. As a senior firefighter I voted in a 3 year pay freeze. They contract was centered around 25 percent of union membership, and didn't care about anyone else. The pay rise from stats was less than my union fees. May aswell not even have a union.	12/23/2013 5:44 PM
261	I'm not comfortable giving a pay rise to some at the expense of other union members. For a union official to say that it only effects people who are not yet members ie new recruits, is appalling. We should be looking after our new/younger union members. Specifically with the cost of living in Auckland we need to enable our members to be able to live without having to do countless amounts of over-time.	12/23/2013 5:40 PM
262	I felt it achieved little or nothing for anyone below the rank of SO. Those ranks were sacrificed in order to pay for wage increases for a select few. This is not how I feel a Union should conduct its self. I feel that the management won a significant victory in seperating and dividing the union members. I believe that once the Flexi rostering comes into effect then things are only going to get worse.	12/23/2013 5:39 PM
263	dont like change	12/23/2013 5:38 PM
264	Because you gave the officers a massive pay increase, nothing to anyone else, and the pay parity with other services was a jack up. Didn't compare to Police or crash fire and all sorts of nonsense was fed to us to justify not doing so. There is no need to create a bigger differential between the pay of fireman and officers, there are plenty of officer hopefuls lining up for the SO jobs when they are advertised.	12/23/2013 5:23 PM
265	Firefighters Comparison groups were a load of crap, eg. why were not compared to fire rescue	12/23/2013 4:59 PM
266	No clear understanding of the future. and, Very hard done by for qfs	12/23/2013 4:52 PM

Question 15 open response

This question asked respondents to briefly explain why they voted **for** the contract.

437 respondents gave a brief explanation and 411 respondents skipped this question.

Popular themes amongst the respondents are a better way to conduct negotiations, better pay structure, will be better long term, sick of little gains by industrial action, positive future, encouraged personal development, better pay structure, forward thinking, future proofing.

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Q15 If you voted for the contract, please give a brief explanation why

Answered: 437 Skipped: 411

#	Responses	Date
1	Happy with outcome	3/5/2014 6:03 PM
2	It seemed a sensible way to go	3/5/2014 9:51 AM
3	As explained I would have voted in favour because for many years I have wanted a different approach taken. Based on common sense, research, reaching common ground and not combative. The combative approach has been at huge cost to our members. The NZPFU and NZFS put a lot of effort and I recognised the long term benefits. Please maintain this collaborative approach both during negotiations and during the terms of our collective as this will result in a better and safer workplace for our members.	3/4/2014 4:38 PM
4	It may stop the continuous banging of heads at every round of negotiations.	3/4/2014 8:46 AM
5	The pay increase was relative to inflation, we have a clear hourly rate inclusive of all extras. Incentives there for progression and at a few extra levels of taps stages. Incentives to progress to officer level. Great to have a fair and respectable offer and agreement with the employer without strike action.	3/3/2014 3:58 PM
6	saves mucking around with yearly contracts. great to have both parties working together	3/3/2014 2:44 PM
7	I supported the concept of an agreement based on good research that set a foundation for the future.	3/3/2014 2:31 PM
8	It seemed to reward officers more fairly for the role. And security around annual pay increases.	3/3/2014 1:59 PM
9	We couldn't continue as we were. I found once both the union and the Fire Service were in the same room, no one could duck for cover or redirect stalling to someone else. We needed a reasonable direct approach, and this is a good approach.	3/3/2014 1:45 PM
10	It was sold as a good deal. In hindsight, I feel we did not get all the relevant information.	3/3/2014 1:23 PM
11	About time the difference between officers and fire fighters was recognised. It appeared that if we didn't vote for the contract that there was no alternative.	3/3/2014 1:15 PM
12	All in all it was a small win and if this contract wasn't accepted we didn't know how long we would be waiting for the next one	3/3/2014 1:14 PM
13	Best option at the time	3/3/2014 7:42 AM
14	needed to move on it was a good concept but poorly delivered and some members were disadvantaged so officers got a big pay rise	3/2/2014 3:39 PM
15	I think a collaborative approach is the best way forward, but do have concerns that we are 'hamstringing' ourselves. The BA rollout was a shambles and there are ongoing issues, yet the standard answer when these are raised is "your union agreed to it"	3/2/2014 2:31 PM
16	I think the main carrot dangling in front of me to chase was the extra money paid when you passed the SO TAPS programme	3/2/2014 7:52 AM
17	As mentioned I did not attend	3/2/2014 7:45 AM
18	It was effectively causing us to have no pay rises and go backwards, also I could see the benefits as a newly SO qualified SFF	3/1/2014 6:07 PM
19	It simplifies things	3/1/2014 3:33 PM
20	A better way to achieve a pay increase. No head banging, fist pumping! Also recognition for qualifications.	3/1/2014 2:45 PM
21	was away no voting done	3/1/2014 2:19 PM
22	The union rep. seemed to suggest it was the way forward.	3/1/2014 1:52 PM
23	i liked the idea of having a benchmark to base our pay against which makes it better for future negotiations regardless of who is in government	3/1/2014 10:31 AM

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24	it seemed a good workable contract	3/1/2014 9:27 AM
25	Did not want it to take another 10 years for a pay rise.	2/28/2014 8:34 PM
26	I voted for it because it gives me as an officer some tanagble reward for the extra work I do, as opposed to the Firemen/Senior Firemen who are doing nothing and going nowhere. It rewards those who are prepared to do some work.	2/28/2014 5:22 PM
27	did not vote	2/28/2014 5:01 PM
28	n/a	2/28/2014 5:01 PM
29	it made up some ground officers had lost over the years	2/28/2014 3:33 PM
30	I thought union rep's gave a good understanding of where we were at. I could appreciate the work they put in. Satisfied (not neccessarily happy).	2/28/2014 1:27 PM
31	gave black watch staff better pay increase for the work we do in a 40 hour week	2/28/2014 1:26 PM
32	I thought at this time the proposal was fair and reasonable	2/28/2014 1:09 PM
33	because you guys sorted out out problems that we had	2/28/2014 11:08 AM
34	dont believe everyone got a fair deal	2/28/2014 10:46 AM
35	thought that the officer rank needed to have a pay increase	2/28/2014 10:15 AM
36	Suited my purpose	2/28/2014 10:08 AM
37	no better solution on the horizon	2/28/2014 10:06 AM
38	To minimise the upheavl that our partial strike creates.	2/28/2014 9:47 AM
39	Needed to progress from the stalemate and industrial action and boredom of past negotiations.	2/28/2014 9:45 AM
40	money	2/28/2014 8:38 AM
41	For once we seem to be working together. A contract based on this formula may work well in the future to eliminate disruptions.	2/28/2014 8:10 AM
42	a way to move on	2/28/2014 7:42 AM
43	I thought it showed a new approach, and although not 100% happy it is better than previous contract settlements	2/28/2014 7:05 AM
44	Because I could see a finish to the many years of almost pointless attempts to strike over 8+% increases when it was never likley to achieve. Also I am confident that finally Black Watch will get an true assesment of their worth	2/28/2014 6:43 AM
45	It appeared to be the best offer that would be offered given the circumstances/environment.	2/28/2014 6:40 AM
46	For a basic structure in our pay scheme	2/28/2014 6:13 AM
47	It seemed the best offer we would get.	2/28/2014 6:09 AM
48	It was better than i had, but felt the gap between those holding the qualifications and those carrying the responsibility was inadequate. Why do the job for \$17 a week. SSO	2/28/2014 6:08 AM
49	It was better than nothing	2/28/2014 5:32 AM
50	N/A	2/27/2014 8:39 PM
51	Felt it was time we did something different as previous methods were becoming too negative for all parties with no winners.	1/30/2014 1:05 PM
52	Just to get things moving we have had too many delays in the past..	1/27/2014 1:55 PM
53	There didn't seem to be an alternative option.	1/27/2014 10:43 AM
54	it seemed like the correct step forward for firefighter and the correcting offeres pay situation.	1/27/2014 8:23 AM
55	It was gong to benefit me more as a Black watch	1/23/2014 10:22 AM
56	As an officer, there was finally a decent recognition of your role and subsequently you are finally remunerated for it. Secondly we now have a true hourly rate.	1/21/2014 4:07 PM

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57	Because the SSO payment was finally addressed plus I liked the process the union undertook and NZFS representation on board and clearly behind proposal. It was not like previous tennis match proposals of other years and I Liked the use of outside consultancy comparing us with other orgs although as always we possibly thought we were worth more. - Good work Guys.	1/21/2014 8:06 AM
58	I felt it was a better way for us to bargain in the future bringing us into line with other organisations with the same qualification. A better hourly rate which has a flow on affect to our take home pay	1/20/2014 9:57 AM
59	to try to get something settled in a reasonable time frame.	1/19/2014 6:31 PM
60	I was unable to vote	1/19/2014 8:59 AM
61	I see it as a long term gain for us as opposed to a short term gain or quick fix. I expect the compounding gains to have more real benefits to us in the future especially with our Superannuation.	1/19/2014 8:19 AM
62	If it was not ratified I felt that the ramifications would not be good for us	1/19/2014 8:09 AM
63	My role ended up with a pay increase and the employer accepting the role was worth the increase.	1/17/2014 10:40 AM
64	I believe it was an excellent, scientific approach to negotiations & our roles. It provides a solid foundation for the future & recognises those that make an effort with study & self improvement. I also beleive that given time we are going to be much better off. Should we not have accepted this then we would be in a very poor situation with a rather bleak future. Well done to those involved.	1/17/2014 8:27 AM
65	Want to see positive movement forward in negotiations, and see this flow into the future.	1/16/2014 2:07 PM
66	Fair wage rise and appropriate increases in for rank	1/16/2014 10:27 AM
67	I thought it was a pretty fair dael across all ranks	1/13/2014 6:47 PM
68	no other choice	1/13/2014 6:26 PM
69	Need to change	1/13/2014 2:46 PM
70	It appeared reasonable. Not of great advantage to all staff but appeared fair and equitable.	1/13/2014 1:49 PM
71	Joint effort between NZFS and Union utlising market rates seemed fair and reasonable. Also, good to see us working together.	1/13/2014 12:33 PM
72	N/A --- as a comment, I would like to see more support for Black Watch staff..	1/13/2014 8:47 AM
73	The advice and information provided by the NZPFU satisfied my confidence in the bargaining agent. This allowed me to vote in favour of the contract and as a result ensure that my conditions of employment are provided - secured into the future. Good Work !!!	1/13/2014 5:28 AM
74	could not see a viable alternative	1/12/2014 5:42 PM
75	As for question 11	1/12/2014 5:30 PM
76	like the methodology: benchmarking SF and SO payrates. Heralds more cooperative bargaining between employer and union	1/12/2014 2:46 PM
77	The process was much quicker and easy to follow than in the past and seemed to take the dirtytness out of the word Union.	1/12/2014 12:20 PM
78	felt it was time to try and move forward in a positive way, and not to go backwards as we normally do after a stalemate in negotiations.i hope this new way will be good for all .	1/12/2014 9:14 AM
79	I felt that the offer on the table was a good offer	1/11/2014 5:41 PM
80	Because I can see the forward thinking and long term benefits from it.	1/10/2014 9:36 PM
81	I believe it is a far better way forward than the on going industrial actions of the past and sorts out the different pay for qualifications.	1/10/2014 7:05 PM
82	I felt it was the only way forward after it was explained, and we are already behind after our 11 wage freeze.	1/10/2014 7:03 PM
83	best for long term	1/10/2014 6:06 PM
84	I think this move will in the future be a landmark decision that we will look back on favourably.	1/10/2014 3:06 PM
85	I felt the concept of reward for effort and promotion was the right way to go long term	1/10/2014 12:31 PM

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86	The benefits for our members and for our collective future far outweighed any negatives perceived in the offer.	1/10/2014 9:24 AM
87	N/A	1/9/2014 6:54 PM
88	It looks at the big picture, and can hopefully ratify contracts easier without strike action.	1/9/2014 3:00 PM
89	fvefrg	1/9/2014 1:24 PM
90	More money. More positive than negative. a move in a positive direction	1/9/2014 12:00 PM
91	It was better than nothing	1/9/2014 10:04 AM
92	Well, to get a little you have to give a little.	1/9/2014 9:07 AM
93	It was all we where going to get at the time	1/9/2014 8:38 AM
94	Because we needed some stability in our contract without all the personal bickering like the last time.	1/9/2014 8:18 AM
95	My democratic vote	1/8/2014 5:41 PM
96	It was reasonable and a positive way to move forward	1/8/2014 3:34 PM
97	It seemed the logical way to move forward	1/8/2014 2:41 PM
98	To me it was the best way forward for wage negotiations in the future Didn't want to go through what happened in the 90,s again	1/8/2014 1:38 PM
99	It was a better way to sort out our contract.	1/8/2014 1:37 PM
100	A true hourly rate of pay	1/8/2014 12:38 PM
101	The proposal was fair and allows some settlement for the future.	1/8/2014 12:21 PM
102	I thought the recognition of the SO position both in terms of qualification and future weakness in numbers due to members leaving,was a good move. I would have liked to have seen more reward for members that gain on station qualification/responsibilities, ie BA, Hazmat/Command Units etc. The linking of wages to similiar jobs outside fire also a good move forward although we need to keep an eye on how we assess that and tidying up sick leave all good.	1/8/2014 10:50 AM
103	On the threshold of two years in the brigade, existing QFF rates to be grandparented, Would not have been happy if my rates would have been cut so close to my expectant QFF pay rise.	1/8/2014 10:31 AM
104	a step in the right direction giving scope to develop however a long way to go in recognising skills and a persons abliity to upskilling within their preferred rank and be recognised and rewarded for it	1/8/2014 10:27 AM
105	n/a	1/8/2014 10:15 AM
106	I was happy with the negotiated deal for Officers.	1/8/2014 10:13 AM
107	Positive outcome & change to move forward. I have over 25 years service & I think over half of the years we have been in dispute/stand down over the contract...This has caused conflict between staff & management within the NZFS. Very non productive & frustrating during that period. The time is now to move on to provide the country with a professional service at the highest posible levels.	1/8/2014 9:02 AM
108	Made sence, payrise attached to yearly CPI	1/8/2014 8:57 AM
109	It has taken away a lot of head banging negotiations and now we seam to have one that is alot better for the union to deal with the F S and Govt ,It is a lot more transparant withevery one knowing what is involved when it is negotiation time	1/8/2014 8:48 AM
110	It matters not what I say but what we always settle for.	1/8/2014 8:45 AM
111	was in favour of contract but unable to vote	1/8/2014 8:41 AM
112	A well overdue rationalisation of the pay structure.	1/8/2014 7:40 AM
113	It felt as if we were moving forward and this contract gave us a good platform to work from in future	1/8/2014 7:28 AM
114	N/A	1/8/2014 7:26 AM
115	What is the point of having a secret balot if you ask respondants to declare if they voted for or against? A number of important issues were - in my opnion - strategically overlooked in the information process	1/8/2014 7:19 AM

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116	like fuck	1/8/2014 6:41 AM
117	THERE WAS NOT A VIABLE ALTERNATIVE PROPOSED BY EITHER PARTY EXCEPT FOR THE THOUGHT OF ANOTHER LONG DRAWN OUT BATTLE	1/7/2014 3:20 PM
118	NO NO NO	1/7/2014 11:17 AM
119	Time to change the way we negotiate.Need to be smarter and approach terms in a different manner.	1/7/2014 10:43 AM
120	I wasn't interested in going on strike as i beleive this doesn't help solve the problems within the fire service.	1/7/2014 10:14 AM
121	The cohesive approach to grading and assessing our workload and Pay Scale.	1/7/2014 10:13 AM
122	Future proofing our careers, market linked rates and advice to vote in favour of this contract from Union officials.	1/7/2014 9:43 AM
123	Just to get on with things	1/7/2014 9:42 AM
124	I believe that in the current environment the offer was fair and reasonable	1/7/2014 9:42 AM
125	See answer 11	1/7/2014 9:41 AM
126	Samed like there was no better offer ever going to be forth coming.	1/7/2014 8:41 AM
127	Sort out opinions from well informed employees and their views seemed valid for a move forward in the right direction.	1/7/2014 8:04 AM
128	The "wise" heads of the union exec gave me the impression that it was better to vote 'yes' after the meeting.	1/7/2014 7:42 AM
129	A way to move forward and set in concrete the way our pay is reviewed. Will hopefully free up the union to work on other important issues.Hopefully we wont have to wait months for the pay to be agreed with no back pay.....under the old system....there was no incentive for the fire service to sort out the pay rise or conditions,	1/7/2014 7:32 AM
130	Somethings better than nothing, we learned that from the the 10 years of getting nothing.	1/7/2014 7:26 AM
131	Financial recognition of the Officer positions is long overdue. We are seeing the benefits of this via an influx of personal upskilling giving the Service some futureproofing and succession planning. Whilst the increases may not of been even the vote signalled the contract was favourable to most. I thought the whole package was well engineered, well done!	1/6/2014 9:17 PM
132	There was no alternative presented. I believe it was the right way to negotiate (ie based on good information rather than emotion and false hope). The outcome suited me.	1/6/2014 6:19 PM
133	because I agreed with the resolution to accept the offer	1/6/2014 5:54 PM
134	I felt it was important to find a fresh way forward, I beleive this contract could provide this for a significant period of time as long as all parties to it work in a positive manner.	1/6/2014 5:37 PM
135	Money	1/6/2014 5:14 PM
136	I did vote for the contract but noticed that a lot of the answers to be very uninformed or lack of research.	1/6/2014 4:43 PM
137	progression for those coming through the ranks have incentive,officers getting paid better	1/6/2014 4:22 PM
138	I think it will work better long term for the NZFS with less disruption to work and hopefully more transparency.	1/6/2014 3:06 PM
139	Same answer as question 10	1/6/2014 3:02 PM
140	Long term planning , forward thinking , must congratulate Union officials	1/6/2014 2:27 PM
141	New Better approach.	1/6/2014 12:24 PM
142	N/A	1/6/2014 11:22 AM
143	It seemed logical and sensible	1/6/2014 10:45 AM
144	I believe it is setting us up for the future, by our wage being looked at annually against market rate/job sizing, when it comes round to negotiation time we can concentrate on things like getting extra pay for our increased job load (medical calls etc) over and above market rates, and some of our conditions	1/6/2014 10:39 AM

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145	I was time for Officers to be paid for the Qualifications they hold and the Management work they are expected to cover. However long term senior fire fighters and Qualified fire fighters got the "BUM DEAL" little if any pay increase. What I did like about the new contract is it appears to have jelled the Fire Service and Union together. Now hopefull in the next round of negotiations Senior Qualified fire fighters and Senior fire fighters pay rates are reviewed. Many of this group take on the role of Leading hand plus some station management or over seeing departments. I also see this contract as venue of keeping the politicians out of our contract reviews.	1/6/2014 10:27 AM
146	shouldnt of voted yes as lost pay	1/6/2014 10:16 AM
147	was told by our unioun that it was a good offer.	1/6/2014 10:11 AM
148	It is moving forward into the 21st century, in regards to working together with the Fire Service and the Union to get the best deal for every body.	1/6/2014 9:00 AM
149	I liked the idea of working together with the organisation and presenting a united front to the commission and government	1/6/2014 8:31 AM
150	wanted a pay rise	1/6/2014 8:30 AM
151	N/A	1/6/2014 8:25 AM
152	I think that how we have approached negotiations in the past tended to polarise the two sides. I liked the fact that now it seems the Fire Service and the Union are committed to working together, rather than in conflict. I liked that there seems to be a strategy going forward, that both parties have agreed to. It should make for better industrial relations, and none of this waiting forever to get a contract.	1/6/2014 8:18 AM
153	-	1/6/2014 8:10 AM
154	Very happy with following the advice from my union officials.	1/6/2014 7:52 AM
155	I felt it was a good way for us to move forward as a union and looks like it will be a good platform to move ahead in subsequent wage negotiations.	1/6/2014 7:51 AM
156	It formed a structuour for future negotitaions. Unfortunately it did not benifit all members at the time of signing.	1/6/2014 7:49 AM
157	confidential	1/6/2014 7:45 AM
158	i didnt	1/6/2014 7:39 AM
159	I liked the idea of pegging our wages to the market of LIKE work. I do not remember voting for the loss of some conditions.	1/6/2014 7:34 AM
160	It made sense.	1/6/2014 7:31 AM
161	More money in my pocket and a better outlook for future wage increases	1/6/2014 7:14 AM
162	It was the only offer available and I was finally going to get paid for my qualifications	1/6/2014 7:00 AM
163	best deal available - we sold the rffs down the river for less	1/6/2014 6:51 AM
164	Altho i realise it was not a wage negotiation I thought it was a fantastic leap forward in the way we settle our wage negotiations from now on. The system in place now will free up our union to work on other things instead of the massive amount of time on the CEA. And that has to be goodfor the employer worker relationships.	1/5/2014 10:11 PM
165	Solid bas e for future negotiations and benchmarked against similar organisations for job assessment	1/5/2014 7:38 PM
166	I think that in the long run it will benefit all. Starting afresh with a new outlook and perspective for future negotiations	1/5/2014 7:09 PM
167	It was well prepared by both factions of the organisation, NZFS and PFU, and gave a ballanced and fair resolution to a long hard wage round. Congratulations to the PFU for it's new progressive approach to wage bargaining.	1/5/2014 6:06 PM
168	I think it was the best outcome for the contract negotiations as opposeded to the alternatives	1/5/2014 5:45 PM
169	im aware that alot of people do not have jobs that are as well paid as ours and some that have lost there jobs, i take this into concideration when i vote	1/5/2014 5:42 PM
170	na	1/5/2014 5:29 PM
171	It seemed a good deal for me. A true hourly rate is better than all the add ons we had and we should end up being paid for the level we are at compared to other industries.	1/5/2014 5:23 PM

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172	More money, quicker resolution of contract	1/5/2014 5:02 PM
173	I liked the new direction taken in negotiation i.e. comparing similar roles and responsibilities accross multiple organisations.	1/5/2014 4:25 PM
174	The only people who voted for this are the people who will personally benefit. It is a divisive contract as it takes from the lower ranks and gives to the higher. Some guys won't be getting a pay rise for years even tho they were grandfathered this time round.	1/5/2014 3:23 PM
175	A POSITIVE APPROACH FROM BOTH UNION AND COMMISSION. A PAY RISE AND HOPEFULLY A FUTURE FOR A BALANCED ARGUMENT FOR PAYRISES IN THE FUTURE.	1/5/2014 2:20 PM
176	wanted to move on	1/5/2014 1:43 PM
177	my vote is irrelevant however i felt that comments like we have no plan b or this is the best deal we will get forced hands. the fear of strike or reduced conditions also were considered.	1/5/2014 1:42 PM
178	time for change	1/5/2014 1:29 PM
179	for a better future and less conflict.	1/5/2014 1:21 PM
180	No other option as the pay scale had already been set with the Hay group. No other outcome would have given a different option for negotiation	1/5/2014 1:00 PM
181	New approach, new format. Something had to change from where we had been in the past and where we were heading. Strikes, low moral etc etc	1/5/2014 12:35 PM
182	I would have voted yes for the contract because I wouldnt have wanted another strike, in the past 2 strikes Ive been in has seemed to not benefit us at all. The offer was good in the fact that officers get paid more and makes it worthwhile to complete SO Taps, other than that I saw no real incentive to accept the contract.	1/5/2014 12:25 PM
183	Didn't want to do the strike thing. Seemed a reasonable deal.	1/5/2014 12:18 PM
184	N/A	1/5/2014 12:08 PM
185	N/A	1/5/2014 11:01 AM
186	no	1/5/2014 11:00 AM
187	This situation is far better than the achaic system of striking which is detremental to all.	1/5/2014 10:56 AM
188	The biggy for me was the way in which it set up a platform in which we could approach future negotiations without having to resort to a combative approach	1/5/2014 10:46 AM
189	Because it encouraged personal development and professionalism. Because it reduced the liklihood of industrial action both at the time and in the future. Because it provided an impartial and objective assessment of our employment	1/5/2014 10:30 AM
190	Peter Nicolle convinced me to.	1/5/2014 10:23 AM
191	it benefitted me	1/5/2014 10:10 AM
192	A good forward move, with seemingly better union/employer all round relationship, a move toward more trust, to heal damage done in the past .	1/5/2014 9:59 AM
193	We have to start at some stage, to get fair compensation for the work carried out.	1/5/2014 9:47 AM
194	To be able to go to work without listening to the negative bullshit as in the past. I felt it was a fair deal given the economic climate.	1/5/2014 9:34 AM
195	The Union and management appeared to be working together for a positive outcome. As an officer i was going to get a pay increase from the new contract. It was a new approach which i felt was worth trying	1/5/2014 9:25 AM
196	Haven't voted	1/5/2014 9:24 AM
197	It gave surety for the coming years especially as I am looking to retire in 5 years	1/5/2014 9:16 AM
198	we had prevoiusly committed to this approach. To late to turn back	1/5/2014 9:07 AM
199	The pay increase was sufficient,and no conditions were lost.	1/4/2014 5:50 PM
200	Unoin had no Plan B. There was no alternative. We were going to be shafted. It was just a matter of how deep.	1/4/2014 6:44 AM

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201	not going to answer	1/3/2014 8:30 AM
202	NA	1/3/2014 8:27 AM
203	NA	1/3/2014 7:46 AM
204	I personally benefited significantly from the contract (SSO)	1/2/2014 8:53 PM
205	It was and is still my belief it was the best we could expect at the time	1/2/2014 1:45 PM
206	It looked like the to move foward	1/2/2014 8:32 AM
207	Should the contract ratification fail then I perceived that the Union may collapse. There was no option for me.	1/1/2014 7:18 PM
208	I found the conditions negotiated acceptable	1/1/2014 5:14 PM
209	same aslast	1/1/2014 4:34 PM
210	Because the alternative (industrial action) was not acceptable to me and the contract seemed a good place to start (i.e. better than nothing).	1/1/2014 8:34 AM
211	It was a great way to negotiate a settlement!	1/1/2014 8:17 AM
212	Two reasons: Firstly it will allow for both the NZFS & NZPFU to agree in principal any further pay rises against the new industry lead model, and Secondly it would hopefully end any future industrial action leading to discontent and spite between fellow firefighters.	12/31/2013 6:09 PM
213	why is this question here still if i could not vote because I could not make the meeting???????	12/31/2013 2:12 PM
214	Because it was a long overdue adjustment for wage vs responsibility and qualificaton.	12/31/2013 11:58 AM
215	We had no where ease to go!	12/31/2013 10:54 AM
216	Modernised the employment agreement	12/31/2013 10:46 AM
217	In reality the other option of not was a step in the wrong direction. It was realisticly the only way to bring the contract into a "modern" light. There was certainly no incentive ,in old contract, for progression and recognition of higher duties. For my rank i only receved small gains but i recognised the potental for long term goals.	12/31/2013 10:33 AM
218	good to finally have a base to work from and see that qualifications are paid for as you earn them.	12/31/2013 9:03 AM
219	I thought they cover some outstanding issues that needed attention. eg True hourly rates, penal rates that reflect modern workplace contracts (at no cost/loss to us FF), a greater pay differential between SFF and SO. Also Officership allowance salarised. Overall dealt well with many issues and most importantly offers a potentially better way of settling contracts in the future.	12/31/2013 8:44 AM
220	I felt that any positive action to prevent us going on strike was good. The long term seem pretty good and wth both sides appearing to be on the same page it was good.	12/31/2013 8:20 AM
221	no other choice	12/31/2013 7:57 AM
222	It made sense and understandable	12/31/2013 7:46 AM
223	Why not try a new approach	12/31/2013 7:42 AM
224	Good for the future - industrial action at most contract negotiations not good for the union or fire service.	12/31/2013 7:24 AM
225	It gave a basic reward with the proviso that if factors needed financial adjustmet they would be added to the agreed percentage increase(as in my case).	12/30/2013 7:08 PM
226	It was away forward	12/30/2013 5:41 PM
227	I looked at the long term benefits of staying in the fire service, and what the contract would mean to my overall pay rate.	12/30/2013 1:51 PM
228	what other choice did we have?? the union seemed to be tied already and out of options to change or negotiate with the fire service. I think perception is reality and it would appear that this is very one sided toward the fire service and not union members, whether thats correct is a different story. Without knowing what demands or conditions we actually fought for its hard to say whether or not we did come out better of in the end.	12/30/2013 10:50 AM
229	As it seemed we were backed into a corner and if it wasn't voted through then we had no other option available to us.	12/30/2013 10:45 AM

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230	I thought taking wages out of contract negotiations was a good idea longterm	12/30/2013 8:35 AM
231	Didn't vote	12/30/2013 8:33 AM
232	I agreed with the approach of rewarding people as they progress through the ranks. It is a good idea to benchmark against other organisations, though the mix of those organisations was not ideal. I also think that a few important pieces of information could have been communicated better.	12/30/2013 8:27 AM
233	It was a step in the right direction for future contracts and moving forward is better than just sitting there watching other companies/ organisations pass us or create a larger pay gap	12/30/2013 7:06 AM
234	the contract seemed fair and reasonable to me. While we would all like more money you have to be realistic in your expectations	12/30/2013 5:55 AM
235	It was good to see both parties working together for a common goal for the members.	12/29/2013 6:31 PM
236	I should not have voted for it given the misinformation given out	12/29/2013 2:42 PM
237	The new contract system is a new way of going forward due to government restricting our strike options, which really achieved nothing in the end. The 100% paymark for firefighters should be at QFF not SFF.	12/29/2013 9:03 AM
238	The right way to go for the future years ahead and the new firefighters coming in.	12/29/2013 8:42 AM
239	This sets the standard for years to come.	12/29/2013 8:35 AM
240	New approach needed, to get any increases from this Government at this time was a real achievement. My representatives did the home work and made a sound recommendation.	12/29/2013 8:13 AM
241	Because even though the pay rise was stuff all, it was more than we were going to get by voting no	12/29/2013 8:05 AM
242	On advice from the elected union, as I deem them to act in the best interests on my behalf...	12/29/2013 7:42 AM
243	I liked the idea of comparing our wage to others deemed to be in a similar industry as opposed to plucking numbers that we believe we should be entitled to	12/29/2013 7:41 AM
244	After many years of prolonged and acrimonious negotiations that normally wound up in industrial action, it was time for a fresh approach. Wiping the slate clean and starting from scratch with an in-depth job analysis involving all parties seemed to be the only sensible approach. It should also result in staff looking to further their progression through a more equitable qualification system.	12/28/2013 8:03 PM
245	Modern approach to negotiation, outcome was not as favourable as would have liked for my rank, however the process was robust and transparent.	12/28/2013 6:15 PM
246	I thought it was fair and looks to build a better relationship between NZPFU members and the commission which I believe is the right thing to do.	12/28/2013 6:14 PM
247	was happy with the overall changes to the new contract	12/28/2013 10:15 AM
248	It's the way the future is going	12/28/2013 9:00 AM
249	It appeared the parties have entered a new phase of working constructively and harmoniously together. Long may it continue!	12/28/2013 8:46 AM
250	Because the union recommended the action. It seems a way forward, and I believe officers should reflect a pay of greater scale.	12/28/2013 8:41 AM
251	I liked the contract, I feel it put the right amount of emphasis on personal development and giving others the correct pay scale they deserve.	12/28/2013 8:26 AM
252	Because while I get nothing at the moment, in the long-term I will be better off, and I plan on staying in the job for the long term	12/28/2013 8:23 AM
253	Something needed to be done! The Firefighters and the Fire Service could not continue the knock down cage fighting of the old employment contracts act. Interestingly what we have is a modern form of award rate bargaining that existed up until the 70's.	12/28/2013 8:19 AM
254	n/a	12/28/2013 7:57 AM
255	bad question should not be asking how I voted	12/28/2013 7:54 AM
256	a modern approach to pay structure that was desperately needed, excellent work with management to find a solution to work for both parties and ensure some security moving forward	12/28/2013 7:31 AM

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257	Once again not applicable	12/28/2013 7:26 AM
258	This sets up a future pay benchmarking system that should benefit Firefighters into the future unlike my current 33 years of service of which the last 15 to 20 years has been now proven to be well under the market rates.	12/27/2013 7:09 PM
259	What else was there?	12/27/2013 6:39 PM
260	the best we could expect	12/27/2013 3:44 PM
261	Because I want to be rewarded for my progression, for the work that I put in.	12/27/2013 3:01 PM
262	I voted for the contract on the information that I had to hand from what I had gleaned from literature & talking to staff on station. Would like to see a less technical contract re interpretation of it.	12/27/2013 1:50 PM
263	Thought settlement was reasonable. Like the external organisation being involved. Think work needs to be done regarding benchmarking tho.	12/27/2013 1:35 PM
264	Better hourly rate, benchmarking, future contract settlement timely, fixing superannuated, recognition for designated working responsibilities, future alignment.	12/27/2013 1:33 PM
265	Made good sense, a measure against outside organisations, reducing the chance of industrial action and a way to organise in the future	12/27/2013 1:17 PM
266	Because I believe that it is a way forward and should help with negotiations in the future. i feel that we were behind the times with regard to negotiations	12/27/2013 10:40 AM
267	i agreed with new pay levels rewarding and incentivising qualifications.	12/27/2013 9:56 AM
268	I liked the structure, the fact we wont have to go on strike in the future.	12/27/2013 9:51 AM
269	I think it was the better of all other options	12/27/2013 9:50 AM
270	The only way I could see us getting a pay rise. Tired of arguing over pay, going on strike and only getting 1 percent rise. Hope this system is a little better.	12/27/2013 9:43 AM
271	Regular pay reviews against other organisations, recognition for officers, better overall structure of pay, recognition of qualifications for all ranks.	12/27/2013 9:04 AM
272	I like the idea of comparisons but thought they weren't a fair comparison. A comment was said that our job wasn't a risky job so couldn't be compared to some but in light with the latest accidents that have happened or swept under the table one would question that. Feel i was tricked in a way to vote yes, also you had no back up plan so was stuck between a rock and a hard place!	12/27/2013 8:50 AM
273	as i have been in the NZFS for 2 years now the new contract was a good idea as i can get pay rises earlier by the work i put in to get to each step instead of waiting a while before getting one and sometimes cant be bothered doing all that work over the aloud time period to acheive the rank to get the rise.	12/27/2013 8:37 AM
274	It was the only way I could see forward and us not been on strike for the foreseeable future.	12/27/2013 8:29 AM
275	Seemed the prudent option in spite of a feeling of having been shafted by the employer	12/27/2013 8:19 AM
276	A WAY TO MOVE FORWARD	12/27/2013 8:19 AM
277	cocked up and missed	12/27/2013 8:10 AM
278	sick and bloody tired of the past processess, lump sum payments and the inability of all parties to reach an agreement shortly after our contract expires	12/27/2013 8:03 AM
279	Best result all round	12/27/2013 7:50 AM
280	To have some surity for the next few years without conflict makes for a nice change. It was also good to see recognition for qualifications at last	12/27/2013 7:46 AM
281	dont think you should have this question in here	12/27/2013 7:41 AM
282	I received a modest pay increase. It is good to have a true hourly rate reflected rather than the old system with hidden allowances etc.	12/27/2013 7:38 AM
283	It was simple put and easy to read	12/27/2013 7:33 AM
284	no	12/27/2013 7:32 AM
285	I	12/27/2013 7:29 AM

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286	Got a pay rise, gave no real "conditions away, and to encourage the new mature style of negotiations	12/27/2013 7:19 AM
287	A significant factor for my vote was the linking of our pay rise to a measurable comparable unit group. It is a change in approach to negotiating that I think is progressive.	12/27/2013 7:10 AM
288	Tired of industrial action that cuts ot and only gets a small rise.	12/27/2013 6:19 AM
289	N/A	12/26/2013 5:35 PM
290	See my answer to Question 10	12/26/2013 4:01 PM
291	Because it provides an ongoing mechanism for determining fair pay on an annual basis, and because the incresed pay for officers more accurately reflects responsibility and provides incentive to progress.	12/26/2013 3:44 PM
292	Fit and future proofing	12/26/2013 3:34 PM
293	need a starting point	12/26/2013 2:51 PM
294	Mainly for the total weekly wage and future ease of negotiations. The recognised steps from rank to rank including those that are qualified was a big selling factor. The bench marking with other companies was critical to demonstrate we are keeping pace and being treated fairly.	12/26/2013 12:24 PM
295	It worked for me and I could see the long term benefits from the contract for the newer firefighters and recruits.	12/26/2013 10:47 AM
296	I understand the union has worked hard on the terms of negotiation and have FF's best interests at heart, both short term and long. thanks guys.	12/26/2013 10:19 AM
297	I liked the tying of wages to other jobs	12/26/2013 10:03 AM
298	move forward	12/26/2013 9:26 AM
299	I saw it as away to break with the past way of arriving at a settlement to the contract negotiations	12/26/2013 9:22 AM
300	I was sick of coming to work and doing nothing due to us being on strike, I also thought it was a good idea of the more you achieve the more you are rewarded	12/26/2013 9:11 AM
301	My past experience of not taking pay rises with union blessing has put us all back a few percent had we not taken whats on offer at the time.	12/26/2013 8:31 AM
302	It looked like a reasonable contract,given the tough times the economy was going through.	12/26/2013 8:14 AM
303	In order for us to move on and aviod strikes (which are totaly destructive) I voted yes. personaly as a SO it was a good deal. for the majority I believe it was not and I was shocked to hear that it passed with the majority that it did.	12/26/2013 7:40 AM
304	I voted in favour of the contract for two reasons, one; I couldn't afford to have pay docked if we striked, and two; we were told there was no 'plan b' and no other options were available to us to select if we turned this contract down, so therefore more and more arguing/waiting and non action. I hope the contract lives up to what and how it was sold to us and benfits us long term in the way of continuous and regular wage increases each year. But i'm not hugely optimistic.	12/26/2013 7:32 AM
305	I felt it was the best offer we were going to get, and sick of getting nothing.	12/26/2013 7:20 AM
306	For A change in the way we negotiate in the future	12/25/2013 6:42 PM
307	It gave me a pay rise. It gave me a motivation to gain further qualifactions. But most importantly it also finally indicated to me that the employer realised that I needed to be payed substantially more that the rank directly below me, as I carry more of the responsibility and accountability.	12/25/2013 6:16 PM
308	It was possibly the best result we were going to be offered.	12/25/2013 6:06 PM
309	with employment law the way it is its difficult to make many advances but as a QF I feel let down	12/25/2013 6:02 PM
310	i would have voted for the contract as it was a pay increase for officers	12/25/2013 5:35 PM
311	I'm an S.O. and it looked like we would finally receive somewhere near the wage that I feel we should have always had as the gap between SFF and S.O/S.S.O.s has always been to small.	12/25/2013 4:35 PM
312	Desperate for a pay rise.	12/25/2013 4:29 PM

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313	Not ideal, but better than the alternative negative outcome and seemed like a better way to conduct negotiations long term.	12/25/2013 2:57 PM
314	N/A	12/25/2013 12:18 PM
315	Major step in the right direction. At long last it has started to recognise skill and rank.	12/25/2013 11:43 AM
316	As an SSO it created a better than expected pay increase	12/25/2013 10:14 AM
317	Always felt a different approach was needed and that officers should have greater recognition of their responsibilities by way of remuneration	12/25/2013 10:00 AM
318	I am a station officer - like the offer and the new structure of moving up the ranks	12/25/2013 8:58 AM
319	i was going to get a pay rise. was disappointed that other groups remained as they were and the difference in acting up to station officer is disgraceful	12/25/2013 8:44 AM
320	I think it's a move in the right direction, if the individual requires a pay increase they can do something about it by themselves	12/25/2013 8:37 AM
321	Because I have long advocated for an incentive to be paid for those who bother to get extra qualifications e.g. SO and SSO qualifications	12/25/2013 8:35 AM
322	We needed a better way of negotiating and of proving our worth and it was good to all be on the same side for a change!!	12/25/2013 8:26 AM
323	it seems like a good approach, working to gether rather than fighting eac other	12/25/2013 8:09 AM
324	It Makes sence looking at benchmarked industries to base a wage increase rather than pluck a figure out of thin air,	12/25/2013 8:05 AM
325	Finally giving SO's the payrise that they are worth, making qualification payments (i.e SO / SSO qualified) part of the weekly pay. Implementing regular anual reviews of pay to be carried out.	12/25/2013 7:47 AM
326	the contract was fair and I feel the union exec did a good job this time round.	12/25/2013 7:40 AM
327	Thought it was best possible deal of the time. The NZPFU & FS had worked very hard to get to a point of aggrement.	12/25/2013 7:36 AM
328	A new approach has been needed for years.	12/25/2013 7:34 AM
329	Progressive contract.	12/25/2013 7:31 AM
330	i have placed my faith in the commissions stance on fair consultation ,we will see in april.	12/25/2013 7:28 AM
331	was denied the ability to vote due to archaic rules	12/25/2013 6:39 AM
332	Good to be moving ahead	12/24/2013 8:36 PM
333	Didn't get the chance or offer to vote for or against the contract as stated previously. From what I have heard it was not a fair contract for all firefighters either with those at QFF level not receiving anything.	12/24/2013 6:58 PM
334	no	12/24/2013 6:47 PM
335	It seemed It was the best way to vote in the circumstances I liked the union & NZFS working together towards the better outcome instead of always working against each other although it seems that we are now finding a few fish hooks in the contract that were never explained or not known to union management at the time of settlement that seem to greatly favour NZFS ie the day being from midnight to midnight.	12/24/2013 6:37 PM
336	As I explained at ratification meeting I don't think we had a realistic and justifiable industrial action we could take should it be rejected.	12/24/2013 5:45 PM
337	To implement a form of pay/renumeration structure.	12/24/2013 5:38 PM
338	To give a way forward for the organisation.	12/24/2013 5:07 PM
339	I think it was the best deal that could be made at the time, also good to see Union and commision working together	12/24/2013 4:49 PM
340	Because I think it was a good step forward for us, should help us in future ratification meetings if the NZFS was being honest in what they said.	12/24/2013 4:29 PM
341	New approach to negotiations needed and this is the first step - good to see.	12/24/2013 3:05 PM

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342	Benchmarking us with other organisations will stop us slipping behind (as we have done for years) and provides a good starting point for future negotiations	12/24/2013 2:05 PM
343	I didn't really know what I was voting for, I just didn't want a strike action to hold up my QFF taps progression	12/24/2013 1:54 PM
344	liked the long term effects	12/24/2013 1:33 PM
345	The previous contract was outdated and allowed little promise for the future. This contract allows the union to move forward on a different basis whereby skills, effort and qualifications are recognised and monetarily rewarded.	12/24/2013 1:28 PM
346	the only other option was stay as we were and fight for a better result, which wasent an option at all!!	12/24/2013 12:34 PM
347	Was seen as a positive step in the right direction for future negotiations, seemed as though all parties were attempting to find common ground	12/24/2013 12:31 PM
348	Good to see us getting away from percentage and allowance increase on a year by year start again process. Good framework for future wage rounds.Needed to move to a true hourly rate noow any percentage increases result in true wage rises in take home pay and super.	12/24/2013 11:53 AM
349	best we were going to get	12/24/2013 11:51 AM
350	an effort to minamize future contract talks and industrial action	12/24/2013 11:39 AM
351	It was a reasonable contract with a look towards the future.	12/24/2013 11:32 AM
352	Did not vote however would have voted for....contract appeared reasonable in current climate.	12/24/2013 11:01 AM
353	Good for SO with SSO Quals.	12/24/2013 10:56 AM
354	It appeared to better reflect and reward the roles of different ranks and qualifications. It seems beter for the Fire Service as a way of encouraging Rank progression. It seems as though it will make pay rise negotiations easier by having benchmarks there for both sides to work from. Esier for the Commision to stand up to the Government and justify a pay rise claim.	12/24/2013 10:54 AM
355	It was a sensible offer which had a positive future and not one that just catered for the next year. Was also good to see mature negotiations between both parties and utilising external specialist groups	12/24/2013 10:52 AM
356	seemed the best options available.	12/24/2013 10:50 AM
357	It appeared to be a fair ,new approach. I am sick of the industrial conflict every year to get a just pay increase. Maybe this new approach will assist all. Time will tell	12/24/2013 10:31 AM
358	New way of benchmarking pay	12/24/2013 10:29 AM
359	It was a big step forward from previous years and at my level was a good increase. To have held out for more when so many workers receive so little - seemed futile and maybe greedy	12/24/2013 10:02 AM
360	Seminal moment in history of NZPFU	12/24/2013 9:47 AM
361	suited me	12/24/2013 9:41 AM
362	sick of strike and not gaining anything , as for me have lost time and money being held back progression to qff	12/24/2013 9:26 AM
363	Why would I vote for something so ridiculous.	12/24/2013 9:17 AM
364	-	12/24/2013 9:07 AM
365	The true hourly rate was long overdue.	12/24/2013 9:03 AM
366	I didn't !	12/24/2013 8:46 AM
367	Voted against - see previous answer.	12/24/2013 8:45 AM
368	The recognition of the diffrence for officer pay and FF pay was critical. This coupled with a true hourly rate, the inclusion of the officer allowance made the the choice very easy. Typically I trust the Union executive to support a honest CEA, that is the best achievable for its members, with the NZFS negotiators included in the information meetings, this cemented my confidence that the offer is the best possible outcome currently available.	12/24/2013 8:41 AM
369	as good as we would get	12/24/2013 8:33 AM

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370	Better relativity between FF and officer ranks has been needed for some time More balanced progression wage from recruit up some wage recognition for career SFF future proofing benchmark process with other industries (nb) need to get Police contract comparison included	12/24/2013 8:27 AM
371	Certain amount of trust placed in the opinion of elected members representing me. (I.e. the entire national committee were recommending the new contract)The possibility in a change of legislation in the way negotiations can be conducted in the future and the fact that pay increases were related to qualifications held.	12/24/2013 8:26 AM
372	it gave a way forward without the bitter wrangling of the past	12/24/2013 8:23 AM
373	I saw no reason why we should go back to the old style of negotiations with the NZFS. To not ratify this CEA after all the time, effort and money invested would have been simply, stupid. I agree with and congratulate the National Committee for this last CEA. Thank you.	12/24/2013 8:10 AM
374	i voted "no"	12/24/2013 8:04 AM
375	Tried of the disruption to study progression and under what felt like constant threat of industrial action but knowing we would never vote in a full strike action and cross the road. I often said it would be better to have arbitration similar to police, so this is a better system by having the roles "sized" and having a known start point	12/24/2013 8:00 AM
376	a lot of work went into the process and it is a modern and sound way in which to sort our payrises. i agree with the concept.	12/24/2013 7:57 AM
377	It was presented as the only feasible option.	12/24/2013 7:57 AM
378	It was the best option for D1 staff.	12/24/2013 7:37 AM
379	As an officer it was a good pay increase and I liked the way the hourly rate business is now simplified	12/24/2013 7:37 AM
380	I believe the stepped pay structure and market rate calculation is superior to the pay scale system we had in place prior to the latest contract	12/24/2013 7:33 AM
381	It seemed the most beneficial way to 'move forward' and establish a positive compromise to build on the possibility of future gains as opposed to short-term rewards.	12/24/2013 7:29 AM
382	Forward thinking, gives paid progression for all. A contract we can build on for the future.	12/24/2013 7:29 AM
383	Seemed to me that the outcome was the result of a smart process and was the best outcome the union could have reasonably acheived for its members given the political and financial situation at the time	12/24/2013 7:26 AM
384	N/A	12/24/2013 7:24 AM
385	Time to break away from the old way of negotiating	12/24/2013 7:21 AM
386	Supported a need to find a better way of settling the contract than the traditional confrontational way. got a pay rise. bench marking process	12/24/2013 7:20 AM
387	I got the bulk of my information from the local union rep' and i voted for it as i am tired of every wage round being a battle with very little gain. this seemed fair and reasonable where so long as people made an effort there would be a gain for everyone. I am also tired of people seeing sick leave as a right and the rest of us picking up the pieces.	12/24/2013 7:16 AM
388	Appears aa better overall system, open and takes away from 'us and them' directly.	12/24/2013 7:15 AM
389	Both the Union and the NZFS said it was a good thing to vote for and you dont normally get both parties agreeing to something like that.	12/24/2013 7:12 AM
390	I believe my NZPFU Exectutive & the NZFS worked toward a common goal & that the outcome was a win win for everyone.	12/24/2013 7:11 AM
391	If the new approach to negotiations gets away from having to threaten industrial action every year,its worth a go	12/24/2013 6:44 AM
392	Things needed to change. I hoped this type of negotiation with management would stop the unrest this causes when both sides come to a stale mate. and strike action is threatened	12/24/2013 6:42 AM
393	I see this contract as a huge step forward in both the recognition of the work we do in the job and the fostering of better relations between the Union and the Employer.	12/24/2013 6:36 AM
394	What we had been doing up to now was not sustainable and unlikely to succeed in future. The process agreed on seemed fair and robust and all parties agreed to it in advance. No reasonably possible alternative seemed likely to deliver a better result for members.	12/24/2013 6:36 AM

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395	NA	12/24/2013 5:55 AM
396	I see the long term benefit of it for me or though I was not overly happy with the contract because I believe we a slowly loosing any bargaining power for future negotiations.	12/24/2013 5:46 AM
397	pay rise for the good of most at the expense of few. Better off lon g tern	12/23/2013 8:59 PM
398	I object to answering this question. My vote, either for or against, is confidential	12/23/2013 8:47 PM
399	Wage increase for me - package based on our worth as determined by an independant group	12/23/2013 8:44 PM
400	I believed that it was a way forward. I also believed we didnt have a choice. If I had known what we were losing out on more clearly I would have voted against it and have heard many others saying the same thing	12/23/2013 8:13 PM
401	I voted for it thinking I was doing the right thing but have now found out that we have in a way disadvantaged some members with their pay	12/23/2013 7:28 PM
402	is the right direction to go	12/23/2013 7:08 PM
403	Addressed the issue of lack of sufficient F/Fs progressing through to Officer quals	12/23/2013 7:02 PM
404	Thought it was best for all in the long run.	12/23/2013 6:57 PM
405	Past strategies of going on "partial" strike have failed to achieve our goals. It is quite obvouse to me that there has been too much adveserial negotiation in the past. and I believe that we (Union & FS) need to be more proactive in achieving desired outcome for both organisations.	12/23/2013 6:55 PM
406	I thought the process was a good one and should hold us in better stead in the future.	12/23/2013 6:48 PM
407	I gained from it and I think it is fairer differences between the rank's pay sccales. However I do not agree that long serving firefighters with all the Fire Services' experiance got very little or nothing at all	12/23/2013 6:32 PM
408	Good to see the employer was on the same page for once and we didn't have to give anything away	12/23/2013 6:32 PM
409	would have because best of a bad situation with recession still hitting etc. concerned that role maps hadnt been completed for comcens yet. Fire fighter knew that their role maps showed them currently under paid but comcen members were voting on something that we didnt know the results of	12/23/2013 6:28 PM
410	Because it helped bench mark us against outside industry, set the hourly rates as well as differentiating remuneration between the ranks	12/23/2013 6:23 PM
411	Pay rise for me. Although I don't think it benefited the vast majority of members. Very few firefighters I know admitted voting for it. Most opposed it.	12/23/2013 6:21 PM
412	overall, it seemed like a positive step for both parties to move forward ... unfortunateely some ranks were possibly disadvantaged a little, while some ranks got way more [so with sso qual], and some folks were quite unhappy ... overall for the greater good it was an excellent result, and hope this working together continues for a few more years ...	12/23/2013 6:19 PM
413	didn't get the chance	12/23/2013 6:18 PM
414	As an officer is was a good deal. I see it as a good deal for the future young FF's who are prepared to do their TAPS. Get quailified so they can obtain an early liveable income for their families. Also good for the FS in obtaining a professional highly trained organisation.	12/23/2013 6:13 PM
415	And with this question.	12/23/2013 6:13 PM
416	Give the contract a chance, a new style of contract	12/23/2013 6:10 PM
417	Finally after many years of confrontational negotiations we have a formula in settleing a contract. Whether this process withstands the test of time and ever changing Fire Service management and agendas who knows, but at least it is a start in the right direction	12/23/2013 6:09 PM
418	I thought we needed to change the way the bargaining process was occurring, I was sick of going on strike for little or no results	12/23/2013 6:09 PM
419	NA	12/23/2013 6:04 PM
420	I believed that it was the best we could possibly get without losing any existing conditions	12/23/2013 6:02 PM
421	N / A	12/23/2013 6:00 PM

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422	didn't	12/23/2013 5:57 PM
423	I'm an Officer	12/23/2013 5:50 PM
424	I feel that we are probably heading in the right direction by setting longer term goals. The proof in the pudding will be the standard set for Comcen workers when this ratification process is undertaken. The scope of our duties and responsibilities have altered dramatically over the last few years, so there has to be some recognition for that.	12/23/2013 5:46 PM
425	The FS had already agreed with the union on all issues which cleared the way for an easier transition onto the new contract	12/23/2013 5:40 PM
426	Pleased to see a modern approach to pay structure and negotiations, keep it up	12/23/2013 5:38 PM
427	A clear path has been established, and we know where we stand. If you want to progress you can and be rewarded for your efforts. Its about moving forward as an organisation.	12/23/2013 5:30 PM
428	Saw the value in it for the future staff and those aspiring to officer level. The real test will be next year when we see if management will honour the 'market rates' or say they are too high!	12/23/2013 5:28 PM
429	I beleived we would not be offered anything else.	12/23/2013 5:27 PM
430	I am on Part 4 and we got the basic percentage and obviously were not of interest to the Union in the negotiations	12/23/2013 5:27 PM
431	I beleive this round of negotiations we worked smarter e.i using the Job analysis information. Hopefully going forward we should get what is deserved - market rate, without having to go on strike which helps nobody. However I would have liked to seen a role of Leading Senior Firefighter as the next step for SFF to acheive instead of having all becoming Station officer qualified. There are alot of guys now doing the SO Taps only for the money and will likely forget alot of what they have learnt soon after learning it and then one day they are asked to act up when they really shouldnt be.	12/23/2013 5:26 PM
432	It seems the only way to go forward with both parties working together in the past we have lost more than we gained in prolonged strike action	12/23/2013 5:24 PM
433	Happy with payrise given current financial world climate	12/23/2013 5:24 PM
434	Need to move away from the "old" style of confrontational bargaining. Benchmark our pay and have a true hourly rate.	12/23/2013 5:21 PM
435	I didn't want to be on strike again and it looked like the best option available.	12/23/2013 5:17 PM
436	Keen for any payrise and sick of the bullshit strike action everytime we dont get what we want	12/23/2013 5:13 PM
437	I voted for the contract thinking that the QF's were getting a better deal, this was not the case.	12/23/2013 4:51 PM