# Highlights from Collective Bargaining

1. **Pay increases**
* Removing steps 1 ($44,471) and 2 ($47,022). Lowest step is now Step 3 ($51,323) which is above the Living Wage of $47,320.
* All salaries up to Step 15 ($78,348) get a **$1750** increase.
* All salaries from Step 16 ($80,592) to Step 27 ($110,127) get a **$1350** increase.
* All salaries from Step 28 ($112,856) to Step 45 ($160,472) do not get an increase.
* However, Steps 28 to 39 inclusive will receive a **lump sum payment of $450** for 2022/3 and 2023/4 financial years of this CA.
* Steps 40 to 45 inclusive will receive a **lump sum payment of $350** for the above years.
* Members also get a **pay progression step**. Refer to the pay tables in the proposed new Collective Agreement:
	+ If you’re on Step 6 ($57,227) go across and up to Step 7 ($61,528). Example: Immigration officer
	+ If you’re on Step 17 ($82,837) go across and up to Step 18 ($86,916). Example: policy advisor or labour inspector.
1. **$500 gross Member Only Benefit** paid to members who join by **5pm 2nd March 2022.**
2. **Hauora/Wellbeing allowance of $400 gross** per anniversary year. Non exhaustive list in CA.
3. **Minimum of 3 tangihanga days paid leave** for **close** association. **Minimum of one day’s** paid leave for any other person whom they have an association. In addition, there is the ability to take a **minimum of one day’s** paidleave to attend Hura Kōhatu (unveiling) or an equivalent event.
4. **Penal rates broadened to include shift workers in Te Whakatairanga – Service Delivery Service Centres.**
5. **Transport allowance is extended to all shift workers.**
6. **Long Service Leave:** If an employee passes away while employed at MBIE, any outstanding long service leave entitlement will be paid out with their final pay.
7. **Managing change:** Members can now speak to their collective submission orally.
8. **Superannuation:** Where an employee reaches 65 and contributes to superannuation then MBIE will continue to contribute.
9. **Discretionary leave**: An employee may request to take leave without pay for a period **longer than one month** and for their role to be held open during their intended period of unpaid leave.
10. **Absence because of an accident:** Should an employee have no sick leave or insufficient annual leave available then, upon request, MBIE will consider on a case-by-case basis whether **special paid leave** is made available.