

Frequently Asked Questions

Welcome to the FAQ for our PSA Ratification Meetings. The questions will follow the flow of the presentation.

Hauora/Wellbeing Allowance

Not a question but just wanted to say how incredible it is to see this Hauora allowance. This is fantastic! Thanks team!

~ 😊 *From the team.*

The Wellbeing benefits - would this take over from the current eye benefit already there or is it addition to?

The Hauora allowance replaces the current vision care allowance. Eye care is still claimable as part of the \$400 Hauora allowance.

Is this including EAP or is that separate?

This is separate from EAP. The Hauora allowance is for your non-MBIE related health and wellness.

Where is the claim made to?

The claim will be submitted to MBIE. The exact details on how have not been developed yet. For now, just keep those receipts!

Does the \$400 contribution attract tax? Concerned that if so, for most people the after-tax amount would be less than the \$350 we previously had.

Yes, the \$400 counts as income so it is taxed. The \$400 is now yearly instead of once every two years and can be used on a much larger range of good/services than currently. The current clause covers eye examination and states 'where their vision has deteriorated, the contribution can be towards the cost of lenses, contact lenses and/or frames' which limits access.

Do we need to ask ahead of time to our manager before undertaking treatment?

No. Your manager does not have a say on your claim being accepted or not.

How is privacy protected when accessing this allowance? Some of these services are for very personal matters and not everyone is comfortable discussing this with the manager beforehand.

The details have not been worked through, but our understanding is that only a small group of payroll/HR staff would be looking at any claims to ensure they qualify. Managers are not intended to be part of the process. Privacy will be an important part of the process.

Could the wellbeing allowance be used to purchase home gym equipment instead of a membership as most gyms currently require a vax pass and may not be viable. Whereas a home set up may be more appropriate also with childcare etc.

PSA will be working with MBIE to create guidance on the Hauora allowance. For now, if you think it might be claimable keep your receipts. The list is provider focused so one consideration could be if the gym leases out equipment or if a provider sells equipment. This will need to be worked through with MBIE.

From when are you again eligible to claim the wellbeing package of \$400 when you are an existing MBIE employee? Say for example your anniversary date is August 2022?

August 2022 is when you could first claim receipts that are dated from March 4th 2022 on.

My anniversary is 23rd Jan so do I have to wait until next year or is there a grace period after your anniversary date to claim?

You would need to wait until 23/01/2023 to make a claim. Unfortunately, when anniversary dates are used some staff get their entitlement right away and others end up waiting up to a year.

How quickly will the Hauora Allowance be implemented if it gets voted in?

No timeframes have been discussed to when the claiming and payments process will be ready to go yet.

Is the Hauora allowance for members only or all MBIE employees?

It is currently only under the collective agreement. MBIE may extend it to individual agreements.

Will the Hauora allowance be able to be used on children and partners?

It is just for MBIE employees.

Tangihanga/bereavement leave

A minimum of 3 days tangihanga can also extend to a week? or is this at the discretion of the People Leaders?

Your people leader has the discretion to extend the 3 days to longer. Work will commence on guidance for this shortly. If you feel the people leader is not treating you fairly please raise the issue with your local delegate.

Is it clear that there's no timeframe on the unveiling? That there's no prescription here for how long after a funeral an unveiling "should be".

There is no timeframe in the clause because it is dependent on the whanau when an unveiling might be. We can ensure that this addressed in the guidance.

Remuneration

Ladder questions

Just double checking an IO on \$59,778 (step 7) will move up a step to \$62,329 (step 8) and get the \$1,750 to have a total salary of \$64,079 (meaning a total increase of \$4,301).

You got to the right answer but the wrong way around. First your pay goes across from the 2021 ladder to the 2022 level of your current pay step (7) \$59778-> 2022 pay step (7) \$61528. Then if you are not at the top of your role's pay ladder you go up a step. To step 8 on the 2022 ladder \$64079. 'Across and up' is the simplest way to say it.

What is step 6 go across and up to step 7? to \$61528, is this for any job title or only for immigration officers?

All members go across from their 2021 step to the same step in the 2022 ladder. Then if there is room on their roles ladder to climb, they also go up a step.

So you get the increase plus go up a step as well?

You go across then probably up. So across from 2021 step 7 \$59778 to 2022 step 7 \$61528. Then up to step 8 \$64079 if your role's ladder has room for you to climb.

Since the two bottom steps of the pay ladder were removed, was thought given to adding two more steps to the top of the ladder and moving the step range up two steps for all positions. This

would mean those at the top of their current band would be able to get a compounding increase to their wage for the next two years?.

Yes, thought was given to the idea of dropping steps from the bottom and adding them on top. We managed to get an extra step added to the new lowest pay range to reduce the number of members hitting the top of their role's ladder in each year of the Collective Agreement.

So, if you are on step 29, you get the lump sum payment of \$450 and move up a step to 30 (if you're not at the top of the positions payband yet?)

Yes, you get the lump sum payment and a step increase. All employees on step 28 and above are receiving a lump sum payment instead of a market movement to the steps in their range..

Am I right in thinking the lump sum payments for steps 28 and above are distinct from and additional to the member-only benefit? Are those lump sums also member only?

Yes the lump sum payments for the top zone are different from the member only benefit. The lump sums of the top zone will be passed on to non-members also.

I think you should have shown the percentages of total increase band increase + increase, a table showing that and for those on the top. Just for full transparency as it seems people are getting confused.

.....
This information is quite complicated as there are 45 steps and different combinations of step + market movement, just market movement, just a step or just a one-off payment. This then repeats for the second year. Some roles straddle the divides between the 3 zones as well. There is no way to make it easily readable in a power point presentation without sweeping generalisations. See below for that.

What proportion of members have no step up available and no movement in steps?

	Salary Mvt + Step	Salary Mvt Only	Step Only	Lump sum
Yr 1	74.7%	12.2%	9.5%	3.6%
Yr 2	63.2%	22.3%	9.8%	4.6%

When do these new rates go into effect?

If ratified, then the proposed CA will come into effect from 3 March 2022. The new rates come into effect 1 July 2022.

Inflation

Please note we had several questions/comments/criticisms in regard to inflation. The below question is typical.

In terms of the pay 'increase', can you please tell us why the PSA are aiming so low for MBIE staff? It's my understanding that the PSA are seeking a 5% pay increase for teachers, and that only

keeps them in line with the projected inflation rate... so it's hardly a raise at all. The MBIE increase ranges from a mere donation to a whopping 1.5%... which is essentially a pay cut.

Treasury in their half year budget update (Dec 2021) put the average forecasted inflation rate for the 2-year term at 3.2% So while headline inflation is 5%+ today it is expected to steadily drop over the life of the agreement. The average pay rise for all members is closer to 4%. The Te Kawa Mataaho/Public Service Commission restrictions meant that in our agreement the low zone of less than \$78k are well ahead of inflation. The middle zone \$80k-\$110k are ahead with going up a step and mostly keeping up without a step. The high zone \$110k+ are mostly keeping up with a step but slip behind without it. PSA was not aiming low but in a pay restraint environment this offer reflects the top offer our team felt our members could achieve through negotiation. As a side note PSA does not represent teachers, NZEI Te Riu Roa does.

I'd like to know why no pay rise for over \$108k? What's the point of qualifications? Two income household on \$90k each get a pay rise, yet one income household over \$108 gets none. Inflation impacts everyone. This is divisive advocating for only certain sectors of MBIE employees

We agree. The cut off was the government of the day's decision not ours. PSA wanted to get increases for everyone but MBIE's hand were tied by Te Kaawa Mataho (TKM). The three pay zones of raising wages for the low zone, adjusting the middle zone and holding the high zone came from TKM.

\$1750/\$1350 increase per year for the next 2 years?

Yes, the increase happens each year.

When do these new rates go into effect?

The new rates come into effect July 1. Typically, this is then paid with backdating in September/October.

CAPP

Can bargaining team clarify how the band ranges work for Support Officers and Senior Support officers? it looks like they are now on the same band range 3-7.

We have noticed that but only recently. MBIE is in internal discussions on how to fix this and will come to PSA with ideas. Tenancy Bond Officers and Senior Tenancy Bond Officers are in the same boat.

How long will business units have to develop new progression pathways to include the new upper band (e.g. Service Centres new max)

That is to be determined as a CAPP review is part of the post bargaining process. CPP is related to CAPP so will likely be affected by those discussions.

Can you please go over how the March senior progression will affect what my pay will be in July? Additionally, if my current band is equal or above the lowest band of the senior band.

MBIE wants to have a CAPP discussion following the October round. The intent is to reward staff for progressing to senior but what that will be exactly will come out of those discussions.

Have there been any further discussions about capp for areas where there are fewer positions. This has been raised to the delegates numerous times but never received responses

For any roles that do not currently have the CAPP progression with more or less than 15 positions it is up to management of that group if they want to join CAPP. Please put forward a business case as to what a Senior would do and why it would be advantageous to the General Manager. PSA will have a review of CAPP following bargaining as well so please forward your submission to us.

Member only Benefit.

Do those not in the PSA also get the same? are there any members benefits?

The \$500 member only benefit is for members only. MBIE has never passed that on. To ensure that you get what is in this Collective Agreement you need to be a PSA member by 5pm 2nd of March 2022.

Will the current PSA members also get the \$500 pay out or it is for new members only?

The \$500 is for all PSA members new or old.

When will the PSA-only lump sum be paid?

We are not sure on the timing of this yet.

Other enhancements

Is the maximum meal allowance now \$15? Does this replace the meal allowance being fair and reasonable or the maximum \$25 with in the policy?

The maximum meal allowance is still the \$25 in the policy. The \$15 is for overtime only.

Does OT meal allowance extend to working a Saturday where you normally work mon-fri?

It would depend on the circumstances.

Transport Allowance

7am - 7pm are Service Centre (SC) hours - is someone starting at 7am (therefore travelling before 7am) entitled to transport allowance?

No.

Are employees entitled to some type of travel allowance if they live in Kapiti Coast, Waikanae, Otaki or Levin area. Especially if WFH offered is only 2 days and the office is in Wellington or Porirua?

Where you choose to live and its distance to where you choose to work is up to you. The transport allowance is for the lack of public transport when working unsociable hours, not a general subsidy on travel for all. Also in regard to WFH, you can ask for more than 2 days a week as there is nothing in policy saying you can't.

Airline Liaison Officers work on the border for 3 months at a time how will the transport allowance payment work for them?

Great question. PSA will follow up with MBIE on that, but we would assume the standard 25% of shifts falling outside of 7am-7pm would apply.

Family Violence

Thank you for the domestic leave provisions, and all the work you have done around this. It will help more people than we realise.

Thank you for the kind words.

Is it immediate or do we need to wait for our entitlement anniversary for it to kick in.

Family Violence leave kicks in at the start of your employment at MBIE. The incidents can predate your employment at MBIE too.

Flexi by Default & Shift Work Joint Working Groups

Regarding the support of staff to WFH, it doesn't seem like this is included in our CA. Is there a reason why it hasn't been included in this round of bargaining? Further to that, some branches at MBIE (INZ, Kanoa) are outright refusing to support WFH while other branches are actively limiting in-office work. There's no consistency. What is the PSA doing to bring fairness and equal treatment for MBIE staff into the process?

Our current and new collective do have language in regards to flexible working. The most popular option of that is to work from home. PSA has been part of a joint MBIE PSA flexible working group. The group is aware of INZ and Service Centres were having issues in regard to WFH. Both groups have put out further guidance that states 2 days a week WFH is fine and you can ask for more. The only real issue is working on paper-based products. So, if you want a WFH or other flexible working arrangement the critical thing to do is to fill out the form on people portal. Then once you have officially applied the process of your application can be scrutinized and any declines can be raised by PSA and checked by People and Culture to see if they meet legal requirements and the intent of the policy. The working group kicks off again March 4 with an aim to relaunch the flexible working policy across MBIE in a few months.

Regarding flexible working arrangements, will this be reflected in recruitment so that someone is not disadvantaged in the ability to apply for roles based on their geographical base?

The working group has not talked about recruitment yet, so thank you for your question. We will add it to the discussion.

Shift Work

Shift work - why some clauses still INZ only?

We are aware of this issue but MBIE and PSA could not come to an agreement on some clauses, so they were just left as they were.

Deletion of redundant clauses and technical changes

Clause 26A.2 also removed/replaced?

Yes, it has been replaced with 27A.2. The 2% rise to all steps on the ladder has been replaced by the \$1750/\$1350/\$0.

Clause 54 does that not also cover redundancy so that we receive a year redundancy not a month like current employment agreements?

This only removes reference to long service leave under the 1996 and 1995 DoL CECs. MBIE advises us that no one still has outstanding LSL from these contracts. If this is wrong, however, we had added the provision that any outstanding grand-parented LSL provisions remain in force. It does not affect any other grand-parented entitlements. Also, clause 105 of the current CA confirms the grand-parented provisions that are recognised, and this will also be in the new CA (although a slightly different clause number).