



3 April 2020

The following is a Covid-19 update:

Recognition and Acknowledgement of Essential workers across MBIE

A big shout out to members who are assisting with essential work that continues for these workers either from home or at the office and sometimes working around the clock. Our unsung heroes are the border officers, call centres employees, support staff, cleaners, managers and other front-line staff who are expected to continue working under stressful and difficult circumstances. They also have families and worry about catching this terrible virus or taking it home to their families. We want to make sure our members who are essential workers are looked after and we're doing everything with MBIE to make sure this happens.

Penal Rates extended for Essential workers

MBIE and PSA have agreed that where employees are undertaking essential work on weekends or outside a normal working day at the direction of their manager, the rates in section 92 of the Collective Agreement will apply to employees of all groups, not just Immigration New Zealand. This section of the Collective states:

Penal time is time worked within the rostered hours of work that are paid at the following rates in addition to normal salary. Employees who are:

- *working at night are to be paid a penal rate of time and a quarter (T1/4) additional to salary for all ordinary hours of work between the hours of 8.00pm to 6.00am (Including weekends). Other penal rates will be additional to this payment but will be calculated on the ordinary time hourly*
- *working after midnight Friday/Saturday to midday Saturday are to be paid a penal rate at time and a half (T1/2) for the first three hours and then time one (T1) thereafter*
- *working midday Saturday to midnight Sunday/Monday at time one (T1)*

Your PSA member number is {membertext}

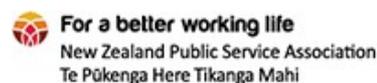
The PSA Organising Centre is available Mon-Fri, 8.30am - 5.00pm

Freephone 0508 367 772
enquiries@psa.org.nz

PSA Website: www.psa.org.nz

PSA on Facebook:
www.facebook.com/nzpsa

PSA on Twitter:
www.twitter.com/nzpsa



- *rostered on Public Holidays are to be paid a penal rate of time one (T1) plus a day off in*

Overtime and penal rates shall not be paid in respect of the same hours.

Contact Centre update

PSA are working with MBIE to resolve a number of member issues.

Common concerns raised include:

- attendance requirements
- Working Parents – Government funded Childcare providers
- type of leave that applies where staff can't attend work
- definition of essential services as it relates to MBIE functions
- cleaning
- provision of hand sanitizer, gloves, wipes and other supplies
- physical distancing
- High Volumes of calls

MBIE have advised that while working from home is not generally possible for the call centres as their systems are not available outside the offices, MBIE have committed to providing additional cleaning of offices, and to the provision of all necessary supplies to maintain members' health and safety during this time. Where employees have people in their bubble at higher risk e.g. immunocompromised, over 70 etc. they are not required to attend work, and special leave will apply. Where employees are unable to attend work due to childcare issues, this can be discussed on a case by case basis with MBIE. Please note that before MBIE will consider requests for special leave in these cases, employees must attempt to access childcare through the list provided at Covid-19.govt.nz (link: <https://covid19.govt.nz/help-and-advice/for-businesses-organisations-and-employees/for-essential-workers/>) and be able to provide reasons why these are not acceptable.

Border update

MBIE/PSA members at our International Airports have over the past few weeks faced unprecedented challenges in the face of COVID 19 crisis and it is important that we acknowledge the difficult tasks that they have dealt with recently:

- Implemented the ever increasing border restrictions in very tight timeframes that lead to a huge increase in phone calls and some very upsetting and challenging conversations with passengers that were unable to travel to New Zealand as a result of these changes and the airlines that were supposed to be carrying them.
- Assisting Ministry of Health staff with screening passengers on flights arriving into New Zealand.

It is important to remember that the immigration New Zealand border staff are our first line of defence at our International Airports, the PSA and

its members would like to thank them for all of their hard work.

Memorandum of Understanding (MOU)

Work continues at MBIE to ensure all payments as a result of the MOU are paid in the next pay run of the 15th of April. At this stage everything is on track for this to occur. Letters for all impacted employees confirming individual circumstances will be sent by MBIE next week.

Take care of yourself and your whanau.

This is a time to stick to the Covid-19 guidelines. If you need to discuss any employment issues, please contact the PSA organising centre who will be able to assist: free calling number 0508 367 772.

Janice Panoho
National Organiser