



15 May 2020

PSA UPDATE

Transition to Level 2

Moving into Level 2 will mean that Public Sector agencies and other businesses will be open for business with the return of some staff to the workplace. This will bring about some welcomed relief for some staff with things moving back to some normality. However the message is still very clear *“we will still need to keep ourselves safe through this next phase, keep our distance, wash our hands and be kind”*.

CE announcement to staff

Carolyn Tremain announced the following to staff:

“In consultation with your People Leader, you can now plan for your safe return to work. Things like health conditions, childcare commitments, caring for vulnerable family members or loved ones and public transport challenges are all factors that need to be taken into consideration before you return.

We recognise that everyone’s personal circumstances are different and that you may need to continue to work from home during this period and we will support this. Things like staggered start times could also be an option for those of you reliant on public transport, where this is possible.

I know there’s apprehension about returning to the office and that’s okay. We’ve been working with the Government Health and Safety Lead, the PSA and our own Wellbeing, Health and Safety team to get all the necessary protocols and controls in place for your safe return to work.”

If you have any concerns please talk to your workplace or National delegate. Your concerns will be sent to the ER team to address with senior management. We have mechanisms in place to ensure your voice gets to the right people.

PSA engagement with MBIE to ensure your voice is heard

There are a number of different zoom and MS Teams vcs going on between the PSA and MBIE.

The PSA National Secretary, Assistant Secretary and National Organiser have been invited to attend meetings with Carolyn Tremain and the DCE's on a regular basis. This forum is important to manage the expectation of each stage.

Your co-convenors and I meet daily with David Gould Head of Employment Relations who provides regular updates from SLT. We relay matters to him. He links with the appropriate lead and relays information back to us. Depending on info from members determines who we invite as a guest. This seems to be working well. So far we have invited Mike West and Jen Nathan. Mike, Jen, Wendy Devlin and Nelowfar Ghumkor also vcd with our Contact Centre delegates. Judy Cunningham has also joined us.

Border/Compliance INZ

Judy provided an update on the redeployment situation for some staff working at the border.

"We have 9 x Border Officers redeployed helping with facility security at the Hilton Hotel in Auckland. This is supporting AVSEC with Health, Defence and Police are also involved. All Queenstown (3) and Wellington (4) Border officers are working as case officers for the Community Compliance Centre (CCC) – this work can be completed from home. We have 2 Border officers from Auckland and 3 Border Officers from Christchurch also redeployed as above into the CCC".

Currently, Richard Wilson National Delegate for the Border & Compliance INZ is on the Roster Working Group who are looking at reviewing the current system that applies to staff who are shift workers. The purpose of the review is to develop a fair system that balances health and wellness, automated distribution of shifts to spread the shifts evenly amongst staff and other considerations such as fatigue management. PSA are working closely with Border senior management to ensure that member concerns are taken into consideration with any proposed changes that come out of this review.

This will mean a new clause and a variation to the current collective agreement to be endorsed by members.

Visa Services

Nicola Hogg and Diane Knowles from INZ are meeting with PSA delegates on Tuesday 19 May to discuss the finalised return to work plans. We are looking at having at least one delegate from each office and business group involved in this vc.

Pay Restraint

You may be aware of the communication from SSC about pay restraints. We want to provide clarity to members covered by the collective agreement about pay increases that will apply for 2019/2020 and next year 2020/2021 under the "Career Pay Progression framework". The annual Career progression pay round and pay increases will apply for 2020 & 2021 as outlined directly from our collective agreement below:

The CAPP Framework

26.3 MBIE's financial year runs from 1 July through to 30 June of the following year.

26.4 Roles covered by this collective agreement fall within an established range of base salary steps known as the Pay Ladder Steps 1 to 45.

The Pay Ladder sets out pay steps for 2019, 2020 and 2021 and includes a 2% market movement for each of these years.

26.8 In March 2021, the parties will convene a remuneration forum comprised of appointed representatives from both PSA and MBIE, who shall assess market movement for 2021 based on available survey data. The parties will increase the market movement for 2021 if the survey data indicates that the rates in the Pay Ladder have fallen behind actual market rates for roles within coverage. How much the market movement will increase under such circumstances is a matter for agreement by the parties. Market movement will not be less than 2%. If actual market rates for roles within coverage align with the rates in the Pay Ladder, the remuneration forum will not convene.

Call Centre Survey

Thank you to those members who answered the survey. We had 152 out of 189 members who participated. We have sent MBIE a copy of the results and have arranged a meeting with the Call centre senior management team to discuss the results.

A summary of the results is on www.psa@mbie.org.nz

Our People Matter

Deanna Hemara our co-convenor was interviewed and profiled on the Our People Matter website. Please check out her interview on www.ourpeplematter.nz

Encourage people to join the PSA

Our membership is increasing with new members joining the PSA every week. Please encourage non-members to join online at www.psa.org.nz. We think it is crucial for people to be protected under the CEA in light of the current and post covid-19 situation.

PSA Journal

We are really interested in hearing from you about any good news stories during covid-19 to include in the PSA journal.

Māori proverb

He aha te mea nui o te ao

What is the most important thing in the world?

He tangata, he tangata, he tangata

It is the people, it is the people, it is the people

Naku noa na
Janice Panoho
PSA National Organiser