



20 March 2020

Tēnā koe

Pono me te Tika - PSA looking out for you

COVID-19 – PSA information of website

The PSA and MBIE will continue to provide regular updates on Corona Virus and the recent announcement today from Carolyn Tremain CE on the change to how staff will physically work. “Her focus is to protect our people who are our first priority”. PSA information is now up on our PSA website and available at this link:

<http://psa.org.nz/coronavirus> for all general information and

<http://psa.org.nz/coronavirusbysector> for sector specific information.

Please direct members to go here for their updates on Covid-19 so that we can have consistent messaging. You can copy these links to any FB group or page, or in any email, to send members directly here.

The National Delegates Committee have decided to keep a register on MAKO any member related COVID-19 issues that are happening at the workplace consistent with SSC guidelines and the Ministry Health. MBIE have developed FAQ which is available on the MBIE website.

MEMORANDUM OF UNDERSTANDING (MOU)

The MoU relating to an agreement reached between PSA and MBIE on some outstanding issues with the transitional arrangements to the new Career and Pay Progression framework has been signed.

MBIE are aiming for payments to be made on the 15th of April . They are testing the file process with payroll for any large upload files and there is other system administration to correct position records as well as pay. The only caveat to this would be payroll being redirected to do work for Covid19 that is out of our control. At this stage we are on track for the 15 April. We will keep you updated if there are any changes.

Your PSA member number is {membernumber}

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

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Te Pūkenga Here Tikanga Mahi

If you haven't received your payment or position uplift and backdating, please email MyHR and let your delegate know.

CAREER AND PAY PROGRESSION – SENIOR ROLES AND ROLE REVIEW

PSA and MBIE continue to work together on career progression, with work being done on the senior roles, noting that the MoU has increased the number of roles in scope, and the career progression framework that will apply for the first round of the new system. The additional roles are Verification Officer, Refugee and Protection Officer and Quota Immigration Officer. COVID-19 will not stop the work from being done but may slow it down due to employees being required for more immediate work. Any delays in implementation will not affect the work or MBIE's commitment to deliver it as the effective date for the first round of career progression to senior roles will be 1 April in line with our Collective Agreement.

Additionally, we are due to meet with MBIE on 8-9 April to review the relativities of placement of roles on the Pay Ladder. This is our opportunity to discuss roles where incorrect market rates were used or where previous relativities were lost during transition to the Pay Ladder in October 2019 and make a case for reinstatement of those relativities. Members and delegates have previously identified roles for discussion, but this is your opportunity to put forward a case for review to the Working Group.

Submissions should be emailed to MBIE@PSA.org.nz and include:

- Job title of the role to be included in the review, and the position description
- Comparative role(s) and position description(s)
- A timeline or summary of the history of the band placements of the role and comparative role (this will be essential for PSA making a case) – previous decision documents regarding sizing and band outcomes for the role and any comparative roles would be very helpful if available
- Market data of the role and comparative roles.

These should be written and submitted by a delegate or otherwise by collaboration if possible (rather than PSA receiving multiple submissions for the same role). Please note that this is not an opportunity for resizing – requests for resizing will have to be looked at separately through the standard process.

GENDER PAY ACTION GROUP

Your delegates and organisers have been fully engaged in the revision of the Gender Pay Gap Action Plan. This is due to the SSC by 31 March 2020.

The Gender Pay Gap was 21% in 2017; 16.4% as at September 2018; 15.7% on June 2019 and 14.4% as at March 2020. MBIE will continue to put in measures to reduce the gap. The CAPP project / introduction of the salary ladder will be a contributing factor to reducing the gap.

There was excellent feedback from members to the GPGAP survey. We have themed up the feedback and are using it to update the plan.

The summary is on our website : www.psa.org.nz/enterprises/enterprises-at-psa/mbie/ .

NATIONAL DELEGATE MEETING

The PSA and MBIE decided not to hold the NDC face to face meeting in Christchurch due to the heightened risk of travelling. This decision was not made lightly. The NDC will meet by VC instead. Due to the MBIE announcements today to all staff MBIE officials were unable to join us. We look forward to MBIE officials attending the next NDC in June 2020.

Promote the PSA amongst your colleagues and ask them to check out our PSA website www.psa.org.nz .

Naku noa na,

Janice Panoho
National organizer

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