

# Frequently Asked Questions

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## **Year 1 Pay Band Lump Sum**

### **What is the Year one lump sum for?**

This lump sum payment is in lieu of any pay band movement, often known as percentage increase, and is for the period 30 June 2021 till 30 June 2022.

### **Who receives the Year one lump sum?**

This lump sum payment is paid to all members/staff irrespective of where they sit on the pay band. That means it includes those sitting on or above Step 13 of their pay band, and those on premium ranges.

### **What pay band am I on?**

You can find it on MyHR and/or it should be on your letter from the Ministry around the 12-14 June when the new pay system started.

### **Why are the lump sum payments for different pay bands?**

Te Kawa Mataaho/Public Service Commission's expectations for employment relations, often referred to pay restraint, direct employers to target pay increases at the lowest paid roles and individuals. This should also support addressing gender and ethnic pay gaps.

### **I am on secondment in a higher pay band, what lump sum do I get?**

The lump sum is on your substantive/nominal pay band and not your seconded pay band.

### **Will the lump sum be paid earlier to members than non-members?**

Not necessarily. We have not negotiated an earlier payment for members.

### **Is the lump sum taxed?**

Yes, it is.

### **Is the lump sum pro-rated for staff who are part-time?**

No, it is not.

### **Do I receive this if I am on parental leave?**

You will receive the lump sum on your return to work, if you don't return from parental leave your service is deemed to finish at the start of the parental leave and you won't receive this lump sum.

### **When does this lump sum get paid out?**

MSD have advised 21 July 2021.

### **If I receive CCS and/or AS, will the PSA member only lump sum be counted as income?**

MSD have advised that they will treat the PSA member only payment as a capital payment and not income. Members will be required to contact the Staff Assistance Unit and advise them.

## **Year 2 Pay Band Increases**

### **Is Year 2 the same as Year 1?**

No, it is not. Year 2 is a percentage to the band anchor point increase. As with year 1, the increase differs for pay bands. The higher up the pay bands the lower the percentage.

### **Does that include band 8?**

No, it does not. Band 8 receive a \$750 lump sum payment.

## **Member Only Lump Sum**

### **What do I need to do to receive the member only payment?**

If you are a current and financial member you are sorted. Nothing to do.

If you are a current but not financial member, then we would recommend you contact Payroll to start your PSA fees.

### **What if I want to join or rejoin the PSA?**

Welcome! You can join at <https://www.psa.org.nz/join-the-psa/sign-up/>. New or rejoining members are not required to have made their first fee payment to be entitled to this member only lump sum.

### **When will the Member Only lump sum be paid?**

The \$500 lump sum will be paid in August on either the 4<sup>th</sup> or 18<sup>th</sup>, we are still waiting for confirmation from MSD.

### **Is the lump sum taxed?**

Yes, it is.

### **Is the lump sum pro-rated for staff who are part-time?**

No, it is not.

### **If I leave MSD before the lump sum is paid out, do I still get it?**

No.

## **Pay Band Progression**

### **Does this mean we no longer get progression?**

No, pay band progression, aka moving up a step, will occur on 1 October on every year during the term of the collective separately to the increases in this offer.

### **If I am on parental leave do I miss progression?**

No, your progression will be applied on your return from parental leave.

## **Well-being Checks**

### **How does this work?**

In the same way as normal reimbursements for meals etc.

### **Can I seek reimbursement for my family?**

No, you can only seek reimbursement for yourself.

**Can I make multiple claims?**

No, you can only make one claim per year (1 July to 30 June).

**Can I use multiple receipts for my one claim?**

No, it is one receipt, one claim.

**Sick and Dependent Leave****Why is the sick leave not increasing?**

Your bargaining team pushed really hard for an increase in sick leave but MSD did not agree.

**Are fixed term staff entitled to dependent leave?**

No, they do not receive dependent leave.

**Is there any change for those with the 15 days combined sick and dependent leave entitlement?**

No, there is no change for these members.

**Te Reo Allowance****When can I apply for the Te Reo Allowance?**

This information is not available yet, subject to ratification the Ministry will develop a process and they anticipate it will take 3-4 months to do that.

**Where can I find out more on Te Taura Whiri i te Reo Maori, the Maori Language Commission?**

Go to their website at <https://www.tetaurawhiri.govt.nz/en> and if you want to know more about the Level Finder examinations you can go to <https://www.tetaurawhiri.govt.nz/en/services/level-finder-examinations/>

**Is there a whole study programme associated with this allowance?**

No, this allowance is connected to a specific examination process conducted by Te Taura Whiri i te Reo Maori, the government's agency for revitalising Te Reo Maori within the Public Service. Te reo study can be done through multiple organisations including Ministry provided or supported opportunities.

**Will staff have the opportunity to learn Te Reo Maori during worktime?**

The PSA do not expect any significant changes to practice as a result of the Collective bargaining.

**Will MSD offer Te Reo Maori courses?**

The PSA do not expect any significant changes to practice as a result of the Collective bargaining.

**National Office and Ministry of Youth Development Only****Why is the IT On-Call Rate for weekends less in the collective agreement?**

The proposed collective agreement does differ from MSD's on call and call out policy. The collective has the minimum rates whereas the policy is subject to change. MSD have advised that any rates in the policy that are less than the collective agreement will be increased to match and there are no other intended changes to current practice. This difference is something that will need to be addressed in the next round of bargaining.

## **Settlement Endorsement**

### **Why is the PSA Endorsing this settlement?**

As members know, Covid 19 has seen the Government require pay restraint in the Public Sector. This included a view that no public servants earning more than \$100,000 receive any pay movement for the next two years. The Government also sought to limit movements to at or below CPI.

This offer goes beyond those pay restraint guidelines. All members receive something during the period of the agreement. In addition, while year one is lump sum payments, year two sees most members receive a pay movement built into their base salary (the exception is band 8, who get a second lump sum).

The proposal is also weighted toward people on the lower bands; something both the Government and PSA members endorsed prior to bargaining started. For bands 1-3, the rate is above what CPI is expected to be.

Your bargaining team was also of the view that the amounts being offered were too substantial to simply reject without bringing it out to the membership for their active consideration.

In addition to the pay movement, there are some significant enhancements to core conditions: the Te Reo allowance, better dependents' sick leave, an annual well-being payment, and a members-only benefit (an issue most PSA members feel quite strongly about).

Given all of this, PSA considers this is the best settlement that can be achieved in the current economic environment without members taking significant industrial action. On this basis your PSA bargaining teams are endorsing it. However, the final decision is made by the membership: people will either vote for the package, or they will reject it. If they ratify, we will have a new CEA. If members reject, we will go back to the bargaining table and start fresh (it is important to note that if the package is rejected, there is no guarantee MSD will table the lump sum amounts again; let alone increase the value of the package).

### **How can I get more information?**

Attend a zoom meeting or email us at [msdmembers@psa.org.nz](mailto:msdmembers@psa.org.nz)