



18 December 2019

Tena koe

Mahi Tahī: PSA & MBIE Working Together

2019 has been challenging and rewarding. We introduced the new Career and Pay progression system and ratified the variation to the Collective Agreement.

In our 4 December 19 update we mentioned some outstanding matters. They have now been resolved as follows:

Introduction of Training Step for Immigration Officers and Labour Inspectors

- Immigration Officers whose transition letter stated a salary of \$55,004 (step 6) will move to \$57,456 (step 7).
- Labour Inspectors whose transition letter stated a salary of \$68,833 (step 12) will move to \$70,991 (step 13).
- Members in the above roles, employed between 1 July and 4 October (date CA ratified) will be backdated to their start date.
- Minimum Steps of \$55,004 (step 6) for Immigration Officers and \$68,833 (step 12) for Labour Inspectors will apply to new employees after 4 October 2019.

Position review

- Privacy Officers will be aligned with Immigration Officers salary of \$57,456 (step 7) and backdated to 1 July. A minimum step of \$55,004 (step 6) will apply after 4 October.
- Verification Officers will be aligned with Senior Immigration Officers salary of \$64,518 (step 10) and backdated to 1 July.

Your PSA member number is
7392587


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

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PSA Website: www.psa.org.nz

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- Refugee Protection Officers Quota Branch will be aligned with Refugee Protection Officers Status Branch salary of \$64,518 (step 10) and backdated to 1 July.

Members who left MBIE

- Back pay will be paid to members who left on or after 1 July but before backpay was paid for the annual performance pay round ended 30 June 2019. This does not include the member only benefit.

Member only Benefit

- We received a few enquiries from members who the joined by PSA by 30 June and didn't receive this. MBIE will make these payments.

Changes to the CEA

Recognition of Previous Service (Clause 55)

- Members who had a break in service prior to starting with MBIE for more than 1 month but not more than 3 months with 1. two or more years' service will receive an additional five days sick leave and 2. 10 or more years' service will receive one week's long service leave. These will be credited by MBIE immediately and can be checked in Payroll Kiosk.

Managers now under coverage

- Managers with 1. two or more years' service will receive an additional five days sick leave and 2. 10 or more years' service will receive one week's long service leave then one week every 5 years. These will be credited by MBIE immediately and can be checked in Payroll Kiosk.

CAPP Phase 2

- Terms of Reference has been endorsed by Governance Group.
- Development of Senior roles as agreed in CEA variation.
- Development of career progression framework.
- In April 2020: 1. we will review internal relativities raised during ratification and 2. Agreement on process for managing new roles, job evaluation outcomes and changes to minimum and maximum steps.

Your delegates on CAPP working group

- A big thank you to the delegates who have committed their time, energy and expertise to the project. In particular thank you for

supporting members throughout the process. Our great outcome would not have been possible without your commitment and dedication.

What's happening in 2020

PSA has raised a Pay Equity Claim across the Public Service

- The PSA wrote to all Chief Executives on 31 October formally raising a Pay Equity claim on behalf of members who predominantly perform clerical and administrative work.
- This claim is made under the Equal Pay Act 1972 (the Act) and the Government Service Equal Pay Act 1960.
- The PSA believes that members covered by this claim suffer from unlawful gender-based pay discrimination as defined under the Act. This work has historically, and is currently, predominantly performed by female employees and it is currently, and has historically, been undervalued.
- We will be organising members meetings in 2020. A joint working group will be established.

Ways we work

- Staff from Albert Street office and 280 Queen Street have moved into their new premises in Victoria Street. We are interested in hearing from you about your experiences. If there are issues please raise them with your manager and Jas Singh who is responsible for the set up of new offices. I will be arranging a visit to Victoria Street in the new year.

Have a wonderful break over the holiday season and a safe and enjoyable new year with friends and family.

Kia Hari te Kirihimete me te Koa i te tau Hōu ki ngā hoa me te whānau katoa

Naku noa na,

Janice Panoho
National organiser

