

Claims - Bargaining 2019

for members only

5 March 2019

Version 3

Pay

Pay 1 - General increase

There will be a general increase to all rates, steps and salaries. This is to meet the increased cost of living for members and will be fair and reasonable.

Specific measures –

- GSR – all 100% points need to be aligned with the latest Hays Public Service 100% rates.
- Border – the increased tasks performed by BCS officers need to be recognised and rewarded.
- Compliance - the pay relativities that have been distorted by the Senior NAIT appointments need to be restored.
- Support Officers – H band rates will be re-checked as the immediate understanding they have slipped behind the market.

Pay 2 - GSR pay system – new version

Steps

Annual experience steps will be set in each general salary band at 85%, 90%, 92.5%, 95%, 97.5% and 100%. All members below 100% will move each year to the next step until 100% has been reached.

Step transition

- All members with at least 5 years' experience will be placed at least on the 100% rate for the role, 4 years on 97.5%, 3 years on 95%, 2 years on 92.5% and 1 year on 90%.
- If that placement does not provide them with a salary increase that is at least the same as the General increase they will move to the next step

Pay 3 - Support Officers / Equal Pay

1. "I" band will be removed. All roles currently on "I" band will be moved to "H" band.
2. A Senior Support Officer role is established with established skills / competencies.
3. All Support Officer roles will be revalued according to the established Equal Pay process and paid accordingly.

Well-being

Well-being 1 - Special working arrangements (FWA)

In circumstances where a special working arrangement is requested including and not limited to -

- Health concern (clinical) including mental
- Retirement transition
- Childcare needs
- Care of another

Then the following process must be followed as a minimum –

- Default acceptance
- If not, manager must document and explain decision to the next level manager
- Any reasons for decline must be outlined and open for discussion or alternative solution. If the reason is about rostering or workforce management, the member must have the opportunity to prepare an alternative model for consideration

Well-being 2 – Increase the wellness benefit

To \$500 per annum for PSA members

Simplify the application process and remove unnecessary barriers and restrictions

Well-being 3 – Extension to Long Service Leave

Long Service Leave is recognised as an extra week per 5 years of service. It can be taken as leave or cashed out for the purposes of saving (retirement, house purchase etc)

Well-being 4 – Enable gifting of sick leave by colleagues

Well-being 5 – BCS Leave

- All staff receive 3 MPI days
- Shift leave is provided all staff working shifts

How we work

How we work 1 – Responses

1. Remove overtime cap - All union members doing overtime work should be paid at overtime rates, regardless of their salary level. This will help achieve a consistent approach to work done by different roles in different areas during responses.
2. Implement a standard, across the organisation approach to staff terms and conditions during a response

How we work 2 – Higher Duties

Performing a higher duty is paid at the rate for the role being performed, on a daily basis.

How we work 3 – Call backs (an extra shift)

Call backs when they are an extra shift are voluntary

How we work 4 – Work at home paid

Any work done at home after hours without leaving the home will be paid in 15 minute blocks. This includes answering phone or text calls and emails where the work must be done straight away.

Union

Union 1 - Bargaining Fee

MPI will agree to run a vote for a bargaining fee as per Part 6B of the ERA.

Union 2 - The 2.5% processing fee is removed from membership subs

Union 3 - ERA amendments

Meal breaks, 30 day rule, delegates rights, information about the union need to be updated and included in the CA