

**MOJ Staff Bargaining Brief 2020**

<b>Principle</b>	<b>This means...</b>
Removing pay inequities	<ul style="list-style-type: none"> <li>• Automatic progression steps for all bands and ranges in the bands to the top of the range</li> <li>• De-linking performance from pay</li> <li>• Recognition of increases in the cost of living</li> <li>• Elimination of low pay</li> <li>• Elimination of the gender pay gap - Equal Pay/ Gender Pay Principles</li> <li>• Job description reviews and specific Pay band gender and market equity issues (such as Court Reporters, CSOs and Bailiffs)</li> <li>• A process to agree placement in bands of new workers who come under coverage</li> <li>• Recognition of the ongoing costs of providing Court-appropriate attire</li> </ul>
Promotion of Collective Bargaining	<ul style="list-style-type: none"> <li>• Extend access to the Collective Agreement (coverage) to all non-team leader/manager workers, and including casuals.</li> <li>• PSA member-only benefit</li> <li>• Bargaining fee for non-members who want to be covered by the CA terms</li> <li>• No decrease of current terms and conditions</li> <li>• Grand-parented provisions into CA</li> </ul>
Family friendly workplaces, work/life balance, wellbeing.	<ul style="list-style-type: none"> <li>• Improve hours of work provisions</li> <li>• Improve Overtime and TOIL provisions</li> <li>• Better recognition of the inconvenience of being On-call</li> <li>• Additional annual leave/Xmas Leave days</li> <li>• Explicit flexible work provisions</li> <li>• Paid parental leave for partners</li> <li>• Wellbeing allowance</li> </ul>
Increasing Māori participation in Public Service (Papa Pounamu)	<ul style="list-style-type: none"> <li>• Recognition of use of Māori cultural knowledge Tikanga and Te Reo Māori.</li> <li>• Recognition of cultural obligations.</li> <li>• Hui Leave</li> </ul>
Healthy and safe workplaces	<ul style="list-style-type: none"> <li>• Safe workloads and adequate FTE</li> <li>• Formalise Working from home arrangements and recognition</li> <li>• Reference to agreed Worker Participation Agreement and involvement in H&amp;S forums</li> <li>• Enhanced Family Violence provisions</li> </ul>
Highly skilled Public Service	<ul style="list-style-type: none"> <li>• Provisions that confirm the Ministry's commitment to personal and professional development within the wider organisation</li> <li>• Paid time for Te Reo/NZSL training</li> <li>• Higher duties allowance in Collective Agreement</li> </ul>

<p>Maintaining employment</p> <p>Building a unified public service</p>	<ul style="list-style-type: none"> <li>• Update Management of Change provisions to incorporate PSA Principles</li> <li>• Redeployment - Formal Redeployment agreements</li> <li>• Maintaining best Terms and Conditions in any transfers, both internal and across agencies</li> <li>• Leaving well (retire with dignity e.g. early and medical retirement)</li> <li>• Include wider Public Sector in service-related provisions (e.g. DHB/Police/Defence/Education)</li> <li>• Long service leave enhanced</li> </ul>
<p>Promotion of Union Engagement</p>	<ul style="list-style-type: none"> <li>• High performance Engagement including recognition in the CA of our continuing PSA engagement on Te Haerenga</li> <li>• Incorporate renewed Relationship Agreement and Delegate release time</li> </ul>
<p>Emergency provisions</p>	<ul style="list-style-type: none"> <li>• Review Adverse Events provisions and include pandemics</li> </ul>
<p>Term of Collective</p>	<ul style="list-style-type: none"> <li>• To be discussed as part of bargaining outcome</li> </ul>
<p>Legislative/Technical updates</p>	<ul style="list-style-type: none"> <li>• Any relevant changes included in new Collective Agreement</li> </ul>