

Ministry of Justice 'Staff' Bargaining Brief compared to outcomes achieved in bargaining 2020



The following is a summary of the outcomes achieved in bargaining compared to the PSA endorsed Bargaining Brief.

**Meetings will explain full detail of the settlement and have all information available. An electronic ratification ballot will be sent on Friday 13th November after 1pm.*

Principle	This means...	What we achieved
Removing pay inequities	<ul style="list-style-type: none"> Automatic progression steps for all bands and ranges in the bands to the top of the range De-linking performance from pay Recognition of increases in the cost of living Elimination of low pay Elimination of the gender pay gap - Equal Pay/ Gender Pay Principles Job description reviews and specific Pay band gender and market equity issues (such as Court Reporters, CSOs and Bailiffs) Inclusion of new roles that arise during the term of the Collective Agreement and which band they are on e.g. new Family Court Liaison Officers Recognition of the ongoing costs of providing Court-appropriate attire 	<ul style="list-style-type: none"> In 2020 from 1 July: standard progression applies for J1-7, PDS1-4 ICT1-3 bands, limited progression applies J8-9, PDS5-6, ICT4-6 and no progression for J10, J11, PDS7, ICT7 bands. All members on J9/ICT6/PDS6 and bands below get some progression or \$1000 lump sum gross. Pay bands in 2020 remain the same as 2019 In 2020 'Out-standing performer' varies dependant on band. Only those on a formal Performance Improvement Plans (PIP's) on 1 July 2020 or 1 July 2021 will not receive pay progression until they have achieved their PIP In 2021 and on-going, members in all bands will auto-progress: <ul style="list-style-type: none"> 2-steps up to 99%, 1 step 101-109%, Plus Outstanding Performer receive 1 Step progression. Those on 111 - 120% steps will only increase salary if achieve Outstanding Performer. Calculated at 1% of midpoint as a salary increase In 2021 mid-point increase to all pay bands and relative increases to steps in each band, the value differs depending which band you are on but all members will get some movement Full details, pay bands and examples will be provided at meetings New lowest start rates of \$46639 (\$22.42) in 2020 and \$48184 (\$23.17) in 2021 The following under-valued roles have all increased 1 Band: Court Reporters, Court Security Officers, Bailiffs, Family Court Coordinators, Victim Advisors The CSO/Bailiff allowance is now included into salaries All roles and bands written in appendix of Collective Agreement for pay transparency Commitment to eliminate the Gender Pay Gap in the Collective Agreement The PSA and MOJ have agreed to review the Performance Development Plan process A process to include new roles and job-size with PSA during term of Agreement
Promotion of Collective Bargaining	<ul style="list-style-type: none"> PSA member-only benefit Bargaining fee for non-members who want to be covered by the CA terms Extend access to the Collective Agreement (coverage) to all non-team leader/manager workers, and include casuals. No decrease of current terms and conditions Grand-parented provisions into CA 	<ul style="list-style-type: none"> PSA Member-only benefit of \$300 in 2020 and \$300 in 2021 (amounts are gross) No reduction in any Collective Agreement terms or conditions Agreed process to transition these roles with no loss of terms and conditions or grandparenting from Individual Agreement's into Collective Agreement: <ol style="list-style-type: none"> 1) Research Counsel (District Courts) 2) Judges Clerks (Senior & Employment Courts) 3) Judge's Associates (Senior Courts) 4) Judge's Assistants (Employment Courts) 5) other staff working directly to Heads of Bench of Senior Courts or District Courts

Family friendly workplaces, work/life balance, wellbeing.	<ul style="list-style-type: none"> • Improve hours of work provisions • Improve Overtime and TOIL provisions • Better recognition of the inconvenience of being On-call • Additional annual leave/Xmas Leave days • Explicit flexible work provisions • Paid parental leave for partners • Wellbeing allowance 	<ul style="list-style-type: none"> • Flexible Working principles included and agreement to work with PSA on operationalising flexi-work • Increased access to overtime rates to members on J4 and below, previous National Office excluded positions remain the same • Improved Standby conditions – Increased from \$20 to \$50 rostered standby plus 3 hrs minimum pay if required to work • The bereavement leave provision expanded to include whakatahe/miscarriage • Members can claim reimbursement of up to \$70 for 1 doctors' visit per year of CA (20 Nov to June 2021/July 2021 to June 2022) including a variety of practitioners
Increasing Māori participation in Public Service (Papa Pounamu)	<ul style="list-style-type: none"> • Recognition of use of Māori cultural knowledge Tikanga and Te Reo Māori. • Recognition of cultural obligations. • Hui Leave 	<ul style="list-style-type: none"> • Enhanced wording reflecting PSA engagement with the Ministry's Māori Strategy and the Te Kokenga programme to develop cultural competency both organisationally and individually • Continued recognition of PSA involvement in Te Haerenga Committee
Healthy and safe workplaces	<ul style="list-style-type: none"> • Safe workloads and adequate FTE • Formalise Working from home arrangements and recognition • Reference to agreed Worker Participation Agreement and involvement in H&S forums • Enhanced Family Violence provisions 	<ul style="list-style-type: none"> • Improved wording for Family Violence with additional discretionary leave • New clause to look at workloads • PSA/MOJ joint Gender Pay Gap committee to work on flexi-work arrangements
Highly skilled Public Service	<ul style="list-style-type: none"> • Provisions that confirm the Ministry's commitment to personal and professional development within the wider organisation • Paid time for Te Reo/NZSL training • Higher duties allowance in Collective Agreement 	<ul style="list-style-type: none"> • The PSA and the Ministry have agreed to review the Performance Development Plan process. • Higher Duties allowance and eligibility now included into Collective (currently in Policy) and reduction of eligibility from 20 days in higher role to 10 consecutive days
Maintaining employment Building a unified public service	<ul style="list-style-type: none"> • Update Management of Change provisions to incorporate PSA Principles • Redeployment - Formal Redeployment agreements • Maintaining best Terms and Conditions in any transfers, both internal and across agencies • Leaving well (retire with dignity e.g. early and medical retirement) • Include wider Public Sector in service-related provisions (e.g. DHB/Police/Defence/Education) • Long service leave enhanced 	<ul style="list-style-type: none"> • Enhanced Management of Change wording including clearer processes and better protections during restructures under 'reassignment' • Recognition of previous service with NZ Police for leave provisions • Improved process for medical retirement and new access to 65 days medical retirement leave • Access to Compassionate Grant for funeral expenses for permanent members
Promotion of Union Engagement	<ul style="list-style-type: none"> • High performance Engagement including recognition in the CA of our continuing PSA engagement on Te Haerenga • Incorporate renewed Relationship Agreement and Delegate release time 	<ul style="list-style-type: none"> • Agreement to review the Relationship Agreement • Continued recognition of PSA involvement in Te Haerenga Committee
Emergency provisions	<ul style="list-style-type: none"> • Review Adverse Events provisions and include pandemics 	<ul style="list-style-type: none"> • Improved wording including pandemics and access to special leave
Term of Collective	<ul style="list-style-type: none"> • To be discussed as part of bargaining outcome 	<ul style="list-style-type: none"> • The term to be from 20 November 2020 and expiring on 30 June 2022
Legislative/Technical updates	<ul style="list-style-type: none"> • Any relevant changes included in new Collective Agreement 	<ul style="list-style-type: none"> • Legislative updates have been included e.g. Public Service Act, Domestic Violence Victims Protection Act.