



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 13<sup>th</sup> November after 1pm.*

Principle	Our aims	What we achieved
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 the gender pay gap - Equal Pay/ Gender Pay Principles</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>In 2020 from 1 July auto-progression applies for J3-7, ICT1-2 bands. All members covered get auto-progression dependent on their Position in Range either on their salary OR \$1000 lump sum gross. Pay bands remain the same as 2019</li> <li>In 2020 'Outstanding Performer' varies dependent on band. Only those on a formal Performance Improvement Plans (PIP's) <b>on 1 July 2020</b> or 1 July 2021 will not receive pay progression until they have achieved their PIP</li> <li>In 2021 and on-going, members in all bands will auto-progress:                         <ul style="list-style-type: none"> <li>2-steps up to 99%, 1 step 101-109%, Plus Outstanding Performer receive 1 Step progression</li> <li>Those on 111 - 120% steps will only increase salary if achieve Outstanding Performer. Calculated at 1% of midpoint as a salary increase</li> </ul> </li> <li>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</li> <li><b>Full details, pay bands and examples will be provided at meetings</b></li> <li>All roles and bands written in appendix of Collective Agreement for pay transparency</li> <li>Commitment to eliminate the Gender Pay Gap in the Collective Agreement</li> <li>The PSA and MOJ have agreed to review the Performance Development Plan process</li> <li>A process to include new roles and job-size with PSA during term of Agreement</li> </ul>
Promotion of Collective Bargaining	<ul style="list-style-type: none"> <li>PSA member-only benefit</li> <li>Bargaining fee for non-members who want to be covered by the CA terms</li> <li>Extend access to the Collective Agreement (coverage) to all managers that have Human Resource delegation and formal staff management responsibilities.</li> <li>No decrease of current terms and conditions</li> <li>Grand-parented provisions into CA</li> </ul>	<ul style="list-style-type: none"> <li>PSA Member-only benefit of \$300 in 2020 and \$300 in 2021 (amounts are gross)</li> <li>No reduction in any Collective Agreement terms or conditions</li> <li>No extension of coverage was achieved this time</li> </ul>
Family friendly workplaces, work/life balance, wellbeing.	<ul style="list-style-type: none"> <li>Improve hours of work and TOIL provisions</li> <li>Additional annual leave/Xmas Leave days</li> <li>Explicit flexible work provisions including working from home expenses</li> <li>Paid parental leave for partners</li> </ul>	<ul style="list-style-type: none"> <li>Improved wording for Hours of Work</li> <li>Access for TOIL now available for approved additional hours worked</li> <li>Flexible Working principles included and agreement to work with PSA on operationalising flexi-work</li> <li>The bereavement leave provision expanded to include whakatahe/miscarriage</li> </ul>

Family friendly workplaces, work/life balance, wellbeing continued	<ul style="list-style-type: none"> <li>Wellbeing allowance</li> </ul>	<ul style="list-style-type: none"> <li>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</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>	<ul style="list-style-type: none"> <li>Enhanced wording reflecting PSA engagement with the Ministry's Māori Strategy and the Te Kōkenga programme to develop cultural competency both organisationally and individually</li> <li>Continued recognition of PSA involvement in Te Haerenga Committee</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>	<ul style="list-style-type: none"> <li>Improved wording for Family Violence with additional discretionary leave</li> <li>New clause to look at workloads</li> <li>PSA/MOJ joint Gender Pay Gap committee to work on flexi-work arrangements</li> </ul>
Highly skilled Public Service	<ul style="list-style-type: none"> <li>Increase Personal/Professional development days</li> <li>Paid time for Te Reo/NZSL training</li> <li>Higher duties allowance in Collective Agreement</li> </ul>	<ul style="list-style-type: none"> <li>The PSA and the Ministry have agreed to review the Performance Development Plan process.</li> <li>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</li> </ul>
Maintaining employment  Building a unified public service	<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>	<ul style="list-style-type: none"> <li>Enhanced Management of Change wording including clearer processes and better protections during restructures under 'reassignment'</li> <li>Recognition of previous service with NZ Police for leave provisions</li> <li>Improved process for medical retirement and new access to 65 days medical retirement leave</li> <li>Access to Compassionate Grant for funeral expenses for permanent members</li> </ul>
Promotion of Union Engagement	<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>	<ul style="list-style-type: none"> <li>Agreement to review the Relationship Agreement</li> <li>Continued recognition of PSA involvement in Te Haerenga Committee</li> </ul>
Emergency provisions	<ul style="list-style-type: none"> <li>Review Adverse Events provisions and include pandemics</li> </ul>	<ul style="list-style-type: none"> <li>Improved wording including pandemics and access to special leave</li> </ul>
Term of Collective	<ul style="list-style-type: none"> <li>To be discussed as part of bargaining outcome</li> </ul>	<ul style="list-style-type: none"> <li>The term to be from 20 November 2020 and expiring on 30 June 2022</li> </ul>
Legislative/ Technical updates	<ul style="list-style-type: none"> <li>Any relevant changes included in new Collective Agreement</li> </ul>	<ul style="list-style-type: none"> <li>Legislative updates have been included e.g. Public Service Act, Domestic Violence Victims Protection Act.</li> </ul>