



Important Notice to all FECA Members.

September 6th 2019

Purpose of this document is to advise Members of important matters relating to the Tranche 2 Consultation process.

Overview of Key Challenges

In early August, the FECA Committee was provided with an embargoed draft consultation document. We then held a two-day workshop, had numerous VCs, including taking legal advice. Following several communications with the CEO the committee still has serious concern with the following:

1. Proposed Position Impact Assessment (PIA) used to scope existing and proposed new roles.
2. The implications this has on Members' ability to transition to proposed new roles.

We also have concerns with the following:

- Unified Service Delivery- Command and Control Interim selection process.
- Proposed approach to filling new positions in the organisational structure.
- Proposed Employment Transition Protocol (ETP) for Members in seconded roles (AAC's etc.)
- Requirement for FENZ to consult with the Association (FECA).

Following legal advice, the Committee advises FECA Members that:

1. FECA is raising a legal dispute with FENZ regarding the draft PIA FENZ has tabled with FECA in pre-consultation.
2. FECA strongly advises FECA Members not to participate in the individual consultation meetings recently proposed by FENZ to take place before release of the Consultation Document.
3. FENZ has agreed to our request for the FECA Committee to receive embargoed advance copies of the Consultation Document being released on 18 September 2019, so FECA will be better informed about what will be released for general consultation.
4. FECA Strongly advises FECA Members not to provide comment directly to "ConsiderThis", but forward any comment to the following email committee@fireemergencycommanders.org.nz
5. Under our Collective Employment Agreement, FENZ recognises its obligations to consult with FECA over these proposed organisational changes. The Association has the primary obligation to represent Members' interests, and the Committee records its commitment to Members to do so. Given the scale of this change process, we will be communicating with all Members directly about FECA representation on all matters relating to this process. (separate email)
6. At the last AGM a Remit was passed allowing a levy as necessary from Members. A further levy request is likely.

All Members need to be aware that we are entering a critical period of reforms that will directly impact each and every one of us. The Committee wants to assure all Members that we are working

hard in your best interests and encourage you to speak with your Committee with any concerns you may have.

Signed by The FECA Committee

Roy Breeze

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Dave Key

Steve Kennedy

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