

Sunday, 8 September 2019

Hi Everyone

Please see the email sent to our Chief Executive, Rhys Jones this afternoon.

I have also attached a copy of the committee's update to members.

You will note that our legal advice is not to attend the upcoming pre-consultation meetings with your regional manager:

1. *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.*

When declining to attend these meetings we suggest you cut and paste the following:

- *I consider that this meeting to be undermining of the consultation process and potentially pre-emptory and as such will not be attending*

Can you please use this cut and paste to protect our legal position as we move forward.

We are entering challenging times so please contact one of your committee members if you require more information.

Regards

Des

Des Irving
Secretary
0272 752 272



From: Irving, Des
Sent: Sunday, 8 September 2019 5:03 PM
To: Jones, Rhys <Rhys.Jones@fireandemergency.nz>
Cc: FECA Committee <FECACommittee@fireandemergency.nz>
Subject: FW: Response to Rhys Jones letter dated 4 September 2019

Dear Rhys

I am writing on behalf of FECA to give our feedback on your planned approach in your email to Roy dated 4 September 2019 below. But before I do, there appears to have been a serious misunderstanding about the channel for communication of feedback from our members arising FENZ proposals for organisational structures and approach to rank, starting on 18 September 2019.

While FECA supports the dissemination of the Consultation Document, position descriptions and organisational charts direct to our members via the ConsiderThis website, it does not agree to FENZ using "Consider This" as the vehicle for providing feedback from our members. This would be a breach of the consultation clause in our Collective Employment Agreement, and a serious undermining of the Association. FENZ has recognised in our Collective we have the mandate to speak for our members. Consequently, our members will provide their feedback direct to FECA. FENZ will then consult directly with FECA which will be the sole channel for communication for feedback from our members, and for all further consultation arising.

Turning to the proposal to meet with our members in individual re-release meetings, we consider this to be undermining of the consultation process and potentially pre-emptory. Similarly, we do not agree to "leaders" hold briefings and meetings with these individuals prior to or immediately as consultation starts.

Can you clarify what the events likely to commence on 27 September 2019 and run through to Tuesday 8 October 2019 are? We look forward to receiving the schedule of these events as soon as possible so FECA representatives can arrange to clear their diaries and arrange their travel commitments to attend these events and then meet with our members.

On another matter, this email is advance notice that FECA will be raising a formal dispute over FENZ' use of grossly out of date and inaccurate position descriptions as the foundation for AM and AAM "existing positions" upon which the draft PIA assessments against the proposed DM and GM roles have been made.

Des Irving

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