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EMPLOYMENT AND INDUSTRIAL RELATIONS MANAGEMENT CONSULTING AND TRAINING

## the erBuzz

### Wage versus salary rates - are you ready for a difficult 2011?

The economic and political climate in 2010 has set the scene for a turbulent environment for employers managing pay rates in 2011. The recently proposed labour changes have shattered the co-operative and restrained period between unions and the government. The impact of the GST rise and the ETS on the CPI, predicted to rise close to 6% and the RWC next year will result in both unionised and non unionised employees making significant demands for pay increases. The media driven perception that we are all heading for good times in NZ, has further contributed to employee expectations.

**Adelhelm and Associates** together with **dsd Consulting** present this key morning briefing providing employers with facts on salaries and wages in this dynamic market.

Dates –

- Tuesday 21 September, The Rendezvous, Auckland
- Thursday 23 September, The Museum Hotel, Wellington
- Tuesday 28 September, The George, Christchurch

9.00am to 12.30pm

Registration from 8.30am

\$185 + GST per person (morning tea included)

Register online here - <http://www.adelhelm.co.nz/Register.html>

### 29 Jul – Housing NZ strike

Hundreds of Housing New Zealand employees went on strike for two hours in support of their pay claim. The employees had been taking part in industrial action for a month prior. PSA National Secretary Richard Wagstaff says “We want fair rates of pay, rates that are negotiated not dictated, agreed hours of work and a fair process when jobs are cut or changed. None of this is unreasonable in fact they are modest claims for conditions that are fairly standard in most organisations.”

### 4 Aug – Teachers to vote on industrial action

Secondary teachers throughout the country will attend paid union meetings on 24 & 25 August to decide the next step in the Post Primary Teachers Association collective agreement campaign. Negotiations broke down after members overwhelmingly rejected the Ministry of Education’s offer. The union says that the PPTA will know by 30 August what the course of action will be.

### 5 Aug – EPMU and HWE Mining Pty Ltd in mediation

The EPMU and HWE Mining Pty Ltd are attending mediation on their ongoing dispute. EPMU members at the Favona Decline gold mine have resumed normal work at the Waihi site. Mediation follows about a month of industrial action at the mine.

### **6 Aug – Christchurch line engineers rally outside Orion**

Christchurch power line engineers in the EPMU held a one hour stop work meeting and rally outside Orion Group Ltd to support their claim for a 5% pay rise. These EPMU members are employed by Connetics, the main contracting company for Orion's Canterbury power network. National Secretary Andrew Little says "last year EPMU members at Connetics received a 2% pay increase and this year they have only been offered 1.6%, below the annual rate of inflation."

### **9 Aug – Super City and union agree on pay rates**

Pay and conditions for half of the Super City's workers have been settled between the Auckland Transition Agency and the PSA. Workers currently work for eight local authorities and all have differing terms and conditions. Three new collectives will replace eleven current ones on 1 November this year. All workers will get a 2.5% pay rise in the new year. However, hundreds of members do not know whether they have Super City jobs either in the Auckland Council or council-controlled organisations. The PSA is working with the agency to make sure as many people as possible were offered jobs in the new set-up.

### **11 Aug – Lab workers' strike puts strain on DHBs**

District Health Boards in Auckland say industrial action by hospital lab workers is placing unsustainable stress on other hospital staff. As part of their strike, lab workers are not answering phones or doing extra tests on samples or tests on tissues while patients are in surgery. In response, the three Auckland DHBs have been standing down around 30 striking workers for between three and six hours each day. The union is currently considering a 1% increase in July and a further 1% increase in January 2011.

### **19 Aug – Wellington bus drivers agree to pay rise**

Staff at GO Wellington and Valley Flyer bus services have reached an agreement with NZ Bus following months of pay negotiations and industrial action. Members of the Wellington Tramways Union have accepted an 11.5% pay increase on their hourly rate and allowances until the end of 2012, increasing their hourly rate by about \$2 per hour. Hutt Valley drivers will also be paid time and a half for working weekends, which GO Wellington staff already receive.

### **21 Aug – Hundreds protest employment law reform**

Hundreds of workers took to the streets to protest against law changes unions describe as the biggest labour reform in 20 years. CTU president Helen Kelly says that the biggest threat to workers came from the package as a whole rather than from any single part of it. The unions' campaign has focused so far on the 90-day trial period, and these rallies are just the start of a campaign that would go on until the proposed law changes were withdrawn or repealed.

### **23 Aug – Radiographers set to strike**

Radiographers working at DHBs throughout the country are set to strike on 7 September. Their union, the Association of Professionals and Executive Employees, says they are outraged at the suspension of four radiographers by the Counties-Manukau DHB on Monday. About 1000 people have been involved in rolling industrial action for a number of months now. The DHBs have offered radiographers a 1% increase, followed by another 1% increase later. The radiographers are currently working to rule and not working overnight or on weekends.

## 24 Aug – Sacked worker wins first 90-day law case

The first employment case brought to court under 90-day trial laws has gone in favour of a dismissed employee. Heather Smith was publicised in the union's "name and shame" campaign. She had worked at Stokes Valley Pharmacy in Hutt Valley for almost three years, but had to re-apply for her job late last year after the business changed ownership and name, and was sacked a few weeks later. The Employment Court ruled that the new employer had not complied with contractual requirements of the ER Act relating to trial period and said that the employer had not lived up to their good faith requirements.

### Latest Labour Market Statistics

Labour Cost Index (Jun10) – 1.6% annualised

Unemployment (Jun10) – 6.8% annualised

Treasury CPI forecasts – [click here](#) for CPI forecasts for the rest of 2010, and 2011 & 2012.

## 2010 Workshops

### Negotiating with Unions

Union expectations due to continued business improvement will test the most experienced negotiator in 2010 and early 2011.

Last workshop for 2010!

15 & 16 September

The George, Christchurch

Register online at - <http://www.adelhelm.co.nz/Register.html>

Unless specified, all articles are summaries of articles gathered from various news publications.  
For full citations please contact the email address below.

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