



**River Depot and Engineering  
Employees,  
Collective Agreement**



**Amalgamated Workers Union  
New Zealand Southern  
Incorporated**

**Super Benefits from a Super Union**

**1 July 2019 – 30 June 2021**

# UNION OFFICE DIRECTORY

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Are you moving or have recently moved?

Please contact your nearest Union Office and your records will be amended accordingly

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## 1. COVERAGE CLAUSE

### APPLICATION OF AGREEMENT

- 1.1 The parties to this Agreement are the –
- (a) Employer: Chief Executive of the Canterbury Regional Council ("*Environment Canterbury*" is the promotional name of the "*Canterbury Regional Council*".)
  - (b) Union party: Amalgamated Workers Union New Zealand Southern (Inc)
- 1.2 This Collective Agreement shall apply to all Area Engineers, River Engineering Officers, Area Supervisors, River Works Supervisors, Overseers, Forepersons, Labourers, Operators, who are members of the Amalgamated Workers Union New Zealand Southern (Inc) working for Environment Canterbury (The employer).
- 1.3 This Agreement cancels and replaces all current and previous Contracts/Agreements and other conditions or arrangements between Environment Canterbury and those employees covered by this contract.
- 1.4 Notwithstanding any provisions of this Agreement, the minimum conditions of the following statutes shall apply:
- Equal Pay Act 1987
  - Holidays Act 2003 and its Amendments
  - Minimum Wage Act 1983
  - Parental Leave and Employment Protection Act 1987
  - Employment Relations Act 2000 and Amendments
  - Health and Safety at Work Act 2015
  - The Family Violence Act 2018
- 1.5 The Employee is bound by the Environment Canterbury Corporate Policies and Code of Conduct which are available on the organisational intranet. These policies may change from time to time. However, any changes to existing policies or proposed new policies will be discussed with staff prior to implementation.
- The Code of Conduct sets out standard of integrity and conduct appropriate to all employees at all times.

## 2. DEFINITIONS

- 2.1 "**The Council**" means the Chief Executive Officer of Environment Canterbury, or Environment Canterbury as appropriate.
- 2.2 "**Employee Representative**" or "**Union**" means The Amalgamated Workers Union New Zealand Southern (Inc).

## 3. HOURS OF WORK



- 3.1 Standard hours of work shall be 8 hours per day Monday to Friday between 6am and 6pm as agreed with the employer, with the following exceptions;

For those waged employees whose primary place of work is;

Temuka Depot

Standard hours are 10 hours per day Monday to Friday between 6am and 6pm (Waged workers will work 9 hours and 45 minutes and be paid for 10 hours to ensure we cover our obligations under the Employment Relations Act 2000)

Kainga, Ashburton and Tai Tapu Depots

Standard hours are 8.5 hours per day Monday to Friday between 6am and 6pm

Standard hours may be changed at any time at the sole discretion of Environment Canterbury. Standard hours will not however be reduced below 40 hours.

For clarity the following positions are considered waged employees (opposed to salaried);

Forepersons  
Labourers  
Operators

Time worked beyond the designated hours of work 6am – 6pm Monday – Friday shall be by mutual agreement between the employer and employee.

- 3.2 Any of the provisions as to hours or days of work may be varied in respect of any particular class of work by mutual arrangement between the employer and the employee.

3.3 Rest and Meal Breaks

The parties agree that the Employee will take breaks as follows:

- If the Employee works between 2 – 4 hours per day, the Employee will take **one** paid rest break of 10 minutes at morning or afternoon tea time.
- If the Employee works between 4 – 6 hours per day, the Employee will take **one** paid rest break of 10 minutes to be taken at morning tea or afternoon tea time, and **one** unpaid meal break of 30 minutes to be taken at lunch time.
- If the Employee works between 6 – 10 hours per day, the Employee will take **two** paid rest breaks of 10 minutes each to be taken at morning and afternoon tea time, and **one** unpaid meal break of 30 minutes, to be taken at lunch time.
- If the Employee works between 10 – 12 hours per day, the Employee will take **three** paid rest breaks of 10 minutes each at morning tea time, afternoon tea time, and in the evening, and will take **one** unpaid meal break of 30 minutes at lunch time.



- If the Employee works between 12 – 14 hours per day, the Employee will take **three** paid rest breaks of 10 minutes each at morning tea time, afternoon tea time, and in the evening, and will take **two** unpaid meal breaks of 30 minutes at lunch and dinner time.
- If a break of more than 2 hours occurs between periods of work, it is agreed that any subsequent period of time worked will be treated as a new period of work and rest and meal break entitlements in regard to the new period of work will be as specified in the hours of work above.

Notwithstanding this agreement, the parties agree that the Employer may amend the times when these breaks will be taken due to the Council's operational, customer, or client needs.

#### **4. OVERTIME AND TIME IN LIEU**

- 4.1 Time in Lieu is available to those individuals who are on a salaried contract and whose total annual remuneration exceeds \$68,984.57. For clarity the following positions are salaried (opposed to waged);

Area Engineers  
River Engineering Officers  
Area Supervisors  
River Works Supervisors  
Overseers

All other positions are waged and are not eligible for Time in Lieu

- 4.2 Overtime in relation to waged workers will be paid as follows;

- For hours worked above the standard working hours outlined in clause 3.1 and between the hours of 6am and 6pm shall be paid at standard rates
- For hours worked above the standard hours outlined in clause 3.1 and between the hours of 6pm and 6am shall be paid at 1.5 times the standard rate.

The overtime rates outlined in clause 4.2 in relation to waged workers apply during;

Flood Patrol and  
Emergency Flood repair works during and/or as a result of a flood event

Overtime rates will also apply as per clause 4.2 at times of high work load when agreed by both the employer and employee

- 4.3 Overtime in relation to salaried workers will be paid as follows;

For those salaried workers who earn less than \$68,984.57;

- For hours worked in excess of 40 hours and between the hours of 6am and 6pm shall be paid at standard rates
- For hours worked in excess of 40 hours and between the hours of 6pm and 6am shall be paid at 1.5 times the standard rate.



- 4.4 Overtime is only available to salaried workers who earn more than \$68,984.57 who are called into work outside of the hours of 6am to 6pm on a standard working day for the purposes of;

Flood Patrol and  
Emergency Flood repair works during and/or as a result of a flood event

In these events salaried workers who earn more than \$68,984.57 can choose to take either time in lieu or overtime

- 4.5 No worker shall have their paid hours per week reduced by the allocation to shifts made during an emergency.

## 5. REMUNERATION

- 5.1 The ordinary hourly rates of pay for waged workers will be in accordance with the scale below. Where the new grade description does not fit a grading existing prior to this agreement, the employee will continue to be paid on the higher grade.

Grade	Entry level rates \$ per hour From 1 July 2019 to 30 June 2020
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Trainee	\$21.90
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Training grade movement to skilled worker / operator will take place once each employee has satisfactorily completed the training required, see Appendix 1.

Skilled Worker/Operator	
Level 1	\$22.90
Level 2	\$23.40
Merit Level 1	\$23.90
Merit Level 2	\$24.40
Merit Level 3	\$24.95
Foreperson	
F1	\$28.00
F2	\$28.50
F3	\$29.00

An employee on Merit Level 3 or F3 may be eligible for a one-off performance based payment for exceeding expectations in any performance year.

Note: Foreperson is an appointed position.

All hourly wage rates listed above will also increase by 2.5% from 1 July 2020 to 30 June 2021.

Employees who join Environment Canterbury from 1 March 2020 onwards will not be eligible to receive the 2.5% increase effective 1 July 2020.

- 5.2 For salaried employees (listed in schedule A) the following applies



All existing paid rates will increase by 3.0% effective from 1 July 2019 to 30 June 2020 and by 2.5% effective from 1 July 2020 to 30 June 2021.

Employees who join Environment Canterbury from 1 March 2020 onwards will not be eligible to receive the 2.5% increase effective 1 July 2020.

All salaried employees may be eligible for a one-off performance based payment for exceeding expectations in any performance year.

### 5.3 MOVEMENT BETWEEN GRADES

Movement from Skilled Worker/Operator Level 1 to Level 2 shall be upon satisfactory completion of training/acquisition of skills but shall not be considered until the worker has completed 12 months on-the-job experience at Skilled Worker/Operator Level 1.

Merit level 1, 2 and 3 are merit payments as determined by Environment Canterbury annually and shall be effective from 1 July.

A worker may appeal their gradings to the Chief Executive following this evaluation as provided in Council policy.

## 6. SPECIAL PAYMENTS

- 6.1 Employees on Skilled Worker/Operator Level 2 and above, specifically placed in charge of one or more other workers by the Area Supervisor or River Works Supervisor, shall be paid a responsibility allowance of \$25.00 per day from 1 July 2019 to 30 June 2020.

In charge means the Area Supervisor or Works Supervisor has specifically asked and means that you will be responsible for daily site access and public relations, resources, safety, time keeping, productivity and record keeping on that job.

- 6.2 All time (during work hours or after hours) spent firefighting (excluding training) shall be paid at the following hourly rates depending on the role performed:

Firefighter	\$39.00 per hour
Chainsaw / faller	\$41.00 per hour
Crew Leader	\$45.00 per hour
Sector Supervisor	\$58.00 per hour.

- 6.3 Should an employee work in excess of 10.5 hours in Temuka or 10 hours at any other location, on any given day, and they have been explicitly asked to do so by the Area Supervisor, they can request payment of a \$20 food allowance.

For clarity, the \$20 food allowance can not be claimed along with a request to reimburse costs in accordance with the Hospitality, Business and Travel Policy.

## 7. STATUTORY HOLIDAYS

- 7.1 The provisions of the Holidays Act 2003 and its amendments shall apply.





- 7.2 An employee who works on any of the statutory holidays as defined in the Holidays Act 2003 shall be paid at ordinary time for the time worked (minimum 3 hours). In addition to the payment for the day an alternative day in lieu of the holiday shall be granted

## **8 ANNUAL HOLIDAYS**

- 8.1 The provisions of the Holidays Act 2003 and its amendments shall apply. If the minimum provisions of this Act shall change during the term of this agreement, such changes shall be incorporated into this document at the time the legislation becomes effective.
- 8.2 Those employees who have completed six years of service shall, from the commencement of the seventh year accrue leave at the rate of 5 weeks per annum.
- 8.3 Annual leave shall be taken in accordance with the Council's Leave Policy.
- 8.4 Employees can apply to purchase additional leave under the Leave Policy.

## **9. SICK LEAVE**

- 9.1 Each employee shall be entitled to five working days sick leave on full pay for each completed six months of service. Service shall be continuous with the Council and the sick leave entitlement shall be cumulative. Sick leave shall be administered in accordance with Environment Canterbury's Leave Policy. These provisions incorporate the minimum requirements of the Holidays Act 2003.
- 9.2 An employee who suffers an injury for which a payment is received from the Accident Compensation Corporation shall be entitled to reimbursement from the Council in accordance with the Leave Policy.

## **10. BEREAVEMENT LEAVE**

- 10.1 Each employee shall after completion of six months service be entitled to bereavement leave on full pay.
- 10.2 Bereavement leave shall be administered in accordance with the Leave Policy. These provisions incorporate the minimum provisions of the Holidays Act 2003.

## **11. PAYMENT OF WAGES/SALARY**

- 11.1 All wages/salaries shall be paid by direct credit through the employee's nominated bank account.
- 11.2 Each employee shall be supplied with a statement giving sufficient information to allow them to properly check their income.
- 11.3 Where an employee complies with the notice requirement within this Agreement relating to termination of employment with his employer, or is dismissed, the employer shall pay all monies owing to that employee when that employee ceases duties.



- 11.4 Where an employee does not comply with the notice of termination of employment requirement of this Agreement the value of labour not worked will be deducted from any monies owed by the employer, the employer shall pay all remaining monies owing to that employee as soon as practicable after the employer has been notified that the employee has ceased or intends to cease employment, but in any event not later than two working days after the employment has terminated.

## **12. TERMINATION OF ENGAGEMENT**

- 12.1 Except in the case of casual or fixed term employees, notice of termination of employment of one month (or, by mutual agreement, one month's salary may be paid in lieu of notice) shall be given by either party or some other period which is mutually agreed. This does not apply in the case of summary dismissal for serious conduct.
- 12.2 Where an employee absents himself/herself from work for a continuous period exceeding five working days without the consent of the employer or without notification to the employer or without good cause for not notifying the employer he/she shall be deemed to have terminated his/her employment. The employer shall make reasonable efforts to contact the employee prior to the employee being terminated.

## **13. SUSPENSION**

- 13.1 Environment Canterbury, after discussing the matter of suspension with the employee, may suspend the employee on pay:
- (i) While investigating an allegation of misconduct by the employee, or any other breach of this Agreement; or
  - (ii) Where, because of a condition, illness or injury, Environment Canterbury believes that the employee may constitute a hazard or be likely to cause harm to the employee or to others.

## **14. TOOLS AND PROTECTIVE CLOTHING**

- 14.1 All tools shall be supplied and kept in proper order by the employer. Workers will be responsible to ensure that all tools used are treated with proper care.
- 14.2 The Council will provide uniforms, protective clothing, and safety and other work related equipment in accordance with the relevant policy. Employees shall be held responsible for any loss or damage due to wilful destruction or neglect.
- 14.3 The Council will reimburse all reasonable out of pocket expenses incurred in the course of employees duties. Such expenses are subject to approval by the appropriate Manager/Director. Reimbursement of an overnight stay shall be in accordance with the Hospitality, Business & Travel Expenses Policy.
- 14.4 Employees shall return all Environment Canterbury property immediately on termination, including access cards, clothing, equipment and files.



## **15. OVERNIGHT ALLOWANCE**

- 15.1 Employees when required in connection with their employment to be absent from their hometown overnight shall be provided with suitable accommodation and, in addition, shall be paid an overnight allowance as specified in the Hospitality, Business & Travel Expenses Policy.
- 15.2 Where suitable accommodation is not available, reimbursement for camping shall be in accordance with the Hospitality, Business & Travel Expenses Policy.

## **16. TRAVELLING PROVISIONS**

- 16.1 All employees are required to commence work at the Depot or their recognised work base.
- 16.2 If an employee is required to commence work temporarily at any other location, the Council shall meet the reasonable and actual cost of transport by either providing a council vehicle or reimbursement in accordance with the Hospitality, Business and Travel expenses policy. Travel time shall be paid for at ordinary time rates.
- 16.3 The employer, shall pay the reasonable and actual costs of all meals which are required for the duration of such trips in accordance with the Hospitality, Business and Travel expenses policy. This includes where a staff member is required by their manager to work after their normal hours of work and after 7pm in the case where it is not possible or appropriate for the staff member to return home for a meal. For clarity, a request to reimburse costs in accordance with the Hospitality, Business and Travel Policy cannot be claimed with the \$20 food allowance outlined in Clause 6.3.

## **17. REDUNDANCY**

- 17.1 The Employer shall consult with affected employees and their authorised representatives concerning any pending redundancy situation prior to issuing notice of termination.
- 17.2 Affected workers will be given a minimum of four weeks' notice of termination of their employment or the employer shall pay four weeks' pay in lieu of notice.
  - a. All employees having their employment with the Council terminated as a result of redundancy will be issued a certificate of service to that effect. Personal references must be arranged on an individual basis.
  - b. All redundancy compensation will be calculated at the date of termination.
  - c. Compensation payments shall be calculated on the basis of the employee's average gross weekly earnings for the 12 month period prior to termination or since commencement of employment if less than 12 months, or at the ordinary time rates applicable at the date of termination whichever is the greater.



## **18 COMPENSATION PAYMENT SCHEDULE**

### **18.1 Redundancy compensation shall be calculated on the following basis:**

Where employment of any employee is terminated because the employee's position is surplus to requirements, the Council shall pay to that employee as compensation for loss of office six weeks of their ordinary pay plus a further two weeks ordinary pay for each completed year of service, or part thereof, after the first completed year, up to a maximum of 23 years of service.

### **18.2 For those employees outlined in Schedule B of this agreement the following redundancy compensation agreement exists**

Redundancy compensation shall be calculated on the following basis:

- six weeks' remuneration;
- thereafter for each completed year of service, or part thereof, two weeks' remuneration.

### **18.3 Redundancy does not include the circumstance whereby the employee is offered alternative employment by either the Council or any associated body or company; provided such employment is substantially similar in work content and skills, and further provided there is no significant reason for the employee to reject such employment.**

## **19 EMPLOYEE PROTECTION**

### **19.1 In any case of restructuring, as defined in the Employment Relations Amendment Act (No 2) 2004, i.e. where the business (or part of it) is sold or contracted out to another person, the employer will notify the affected employee that restructuring is a possibility as soon as is practicable, subject to requirements to protect commercially sensitive information.**

### **19.2 In the course of negotiating a sale and purchase agreement or a contract for services the employer will:**

- (a) endeavour to obtain employment of the affected employee (if practicable) with the new employer; and
- (b) endeavour to obtain employment that is substantially similar in work content and skills.

### **19.3 The employer will subsequently advise the affected employee as to whether employment opportunities exist with the new employer and, if so, the nature of those opportunities.**

### **19.4 Where employment opportunities exist the employer will advise the affected employee of his/her right to accept or decline to transfer to the new employer.**

### **19.5 If the affected employee chooses to transfer to the new employer to employment that is substantially similar in work content and skills, he/she will not be deemed to be redundant for the purposes of clause Section 17 of this agreement.**



- 19.6 If the affected employee chooses not to transfer to the new employer to employment that is substantially similar in work content and skills (provided there is no significant reason for the employee to reject such employment), then in accordance with clause 18.3 of this agreement no redundancy compensation is payable and the notice provisions in Section 17 of this agreement will apply.
- 19.7 If there are no employment opportunities with the new employer, he/she will be deemed to be redundant and clause 16 of this agreement will apply.
- 19.8 All fixed term positions that are covered by the coverage clause of the Collective and who could join the Collective will, not be eligible for redundancy compensation.

## **20. CONTINUITY**

For the purposes of this Agreement, continuity of current continuous service shall not be deemed to be broken where the employee is transferred within Environment Canterbury.

## **21. HEALTH AND SAFETY**

The provisions of the Health and Safety at Work Act 2015 shall apply and be displayed on appropriate notice boards.

## **22. FACILITIES**

22.1 At all Depots the employer shall provide facilities to the satisfaction of the appropriate authority for employees to wash, change and dry their clothes and have their meals, and means for providing boiling water for washing and for meal times and refreshment respite.

22.2 Facilities shall be kept clean by the employer.

## **23. ACCIDENTS**

A first aid emergency kit shall be kept by the employer in a convenient and accessible place in every depot and office. A first aid emergency kit, shall be attached to each vehicle.

## **24. VARIATION**

Any or all of the provisions of this Agreement may be varied by agreement between the parties and 75% of the employees affected. Any such variation will be committed to writing and signed by the parties and employees affected. It is the intention of the parties to this agreement that the union party will not veto a variation agreed to by 75% of the affected employees.



## **25. RESOLUTION OF EMPLOYMENT RELATIONSHIP PROBLEMS**

### **25.1 DEFINITIONS**

- (i) Employment Relationship Problem includes a personal grievance, a dispute, and any other problem relating to or arising out of an employment relationship, but does not include any problem with the fixing of new terms and conditions of employment.
- (ii) Personal Grievance means a claim of unjustifiable dismissal, unjustifiable disadvantage, discrimination, sexual or racial harassment, or duress in relation to membership or non-membership of a union or employees' organisation.
- (iii) Dispute means a dispute about the interpretation, application or operation of an employment agreement.

### **25.2 RAISING A PERSONAL GRIEVANCE OR OTHER PROBLEM**

- (i) If the employee considers he/she has a personal grievance the employee must raise the grievance with the employer by making the employer aware of the personal grievance that the employee wants to have addressed.
- (ii) The employee must raise the personal grievance within 90 days after the action complained of, or the date the employee became aware of it, unless there are exceptional circumstances.
- (iii) For any other employment relationship problem, the employee should advise the employer of the existence and nature of the problem, as soon as practicable and that the employee wants something done about it.

### **25.3 PROCEDURE – ALL EMPLOYMENT RELATIONSHIP PROBLEMS (INCLUDING PERSONAL GRIEVANCE)**

- (i) If the employment relationship problem cannot be resolved by discussion between the employer and employee, then either party may request assistance from the Ministry of Business, Innovation and Employment who may provide mediation services.
- (ii) If the problem is not resolved by mediation, the employee may apply to the Employment Relations Authority for investigation and resolution.

## **26 MEDICAL ASSESSMENT AND TERMINATION FOR INCAPACITY**

Environment Canterbury may require a medical examination by a practitioner nominated by Environment Canterbury where:

- (i) The employee has been absent from work due to a condition, illness or injury, for the purpose of considering whether the employee is medically fit to return to work or able to properly perform the role; or
- (ii) At any other time Environment Canterbury has good reason to believe the employees physical and/or mental condition may prevent the employee from safely or properly performing the role.





- (iii) The employee agrees that the nominated practitioner responsible for the examination is authorised by the employee to provide the relevant result to Environment Canterbury of any such medical examination.
- (iv) Environment Canterbury shall meet the costs of the medical examination.
- (v) In the event of a refusal to attend an examination, Environment Canterbury will be entitled to make a decision in relation to the incapacity and its effects on the employment based on the information Environment Canterbury has available to it.
- (vi) If, having considered the medical evidence, Environment Canterbury considers that, the employee is not capable of the proper ongoing performance of the position's duties; it may terminate the employee's employment by giving notice as provided in this agreement.

## **27. UNION MATTERS**

- 25.1 The Council shall upon request by an employee deduct all employee union subscriptions, fortnightly from the pay of that employee and shall remit same to the Union at monthly intervals. The Council accepts no responsibility for any errors or omissions that might occur.
- 25.2 The Union shall, with the consent of the Council (such consent not to be unreasonably withheld), be entitled to enter the office or works at any reasonable times at the request of any employee who is a member of the Union party to this Agreement, but not so as to interfere with the Council's business.
- 25.3 The Union may hold up to two meetings per year of employees employed under this Agreement. Any such meetings are to be held on days and times to be mutually agreed upon between the Union and the Council. Provided further that the Union shall give at least two weeks' notice of its intention to hold such a meeting. Such meetings shall be restricted to employees employed under this Agreement and payment for up two hours attendance shall be made by the Council on production of satisfactory evidence of attendance. Any travel time will be at the employee's expense.
- 25.4 Delegates elected by the staff will be recognised by the employer and will be allowed up to 20 hours per year to deal with and support and employment related issues relating to other AWUNZ members. It is suggested that one elected delegate per location will suffice in filling this role.

**Note:** The provisions of this clause are to be read in conjunction with, and are not in addition to, the provisions of the Employment Relations Act 2000 and Amendments.

## **28. CODE OF CONDUCT**

Environment Canterbury is committed to facilitating sustainable development in the Canterbury Region. To enable us to carry out this work, all employees are expected to act with a spirit of service excellence and meet the high standards of conduct as outlined in the Code of Conduct.



## 29. TERM OF AGREEMENT

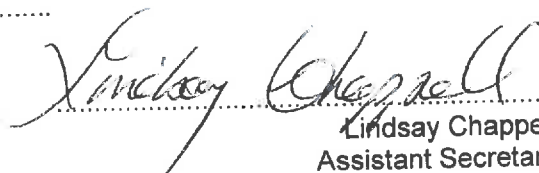
This Agreement shall come into force on 1 July 2019 and shall continue for a period of 24 months until 30 June 2021

For and on behalf of:  
Canterbury Regional Council

  
Bill Bayfield  
Chief Executive

Date: 25/2/2020

For and on behalf of:

  
Lindsay Chappell  
Assistant Secretary

The Amalgamated Workers Union  
New Zealand Southern (Inc)

Date: 20/2/2020

## 30. SCHEDULE A - THOSE PARTY TO THIS COLLECTIVE ON 1 JULY 2019

Andre Claydon  
Paul Eddy  
Brian McIndoe  
Nic Brown  
Riley Buller  
Steven Tuer  
Scott Hunter  
Damian Renata  
Malcolm Gough  
Shayne Lawrence  
John Lewis  
John Hudson  
Ian Barr  
Tony Morrison  
Ray Tarrant

Barry Coochey  
Hilary Fraser  
Graeme McPhail  
Jack Green  
Michael Fleete  
Marty Eder  
Dom Foster  
Doug Rushton  
Athol McHugh  
Ben McLeod  
Andy Philpott  
Wayne Crisp  
Robin Rossiter  
Paul Stephens

## 31. SCHEDULE B - EMPLOYEES WHO FALL UNDER THE HISTORIC REDUNDANCY ACCUMULATION AGREEMENT

Nic Brown  
Riley Buller  
Steven Tuer  
Scott Hunter  
Damian Renata  
Malcolm Gough  
Shayne Lawrence  
John Lewis  
John Hudson  
Ian Barr  
Tony Morrison  
Ray Tarrant

Jack Green  
Michael Fleete  
Marty Eder  
Dom Foster  
Doug Rushton  
Athol McHugh  
Ben McLeod  
Andy Philpott  
Wayne Crisp  
Robin Rossiter  
Paul Stephens





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## APPENDIX 1

### Trainee

#### **Training requirements to progress to Skilled Worker/Operator Level 1**

Progression of competence to next level including satisfactory demonstration of competence in areas which may include :

First Aid  
Off-road driving  
On-road driving  
Growsafe  
Water Safety

### Skilled Worker/Operator

#### Level 1 Skills

#### **Training/Skills required to progress to Level 2**

Progression of competence to next level including satisfactory demonstration of competence in areas which may include :

Tree felling  
Demonstrate safe work practices

#### Level 2 Skills

#### **Training/Skills required to be mastered at Level 2**

Progression of competence to next level including satisfactory demonstration of competence in areas which may include :

Public relations  
Local knowledge  
Problem solving  
Skills and licences appropriate to depot