

19 June 2025

Luke Stenton
Organiser
NUPE
(By email)

Tēnā koe Luke

**National Union of Public Employees (NUPE) / Department of Corrections (Corrections) -
Terms of Settlement Community Collective Agreement 2025 - 2027**

Following on from our negotiations, I would like to confirm the Terms of Settlement which we have jointly agreed for the NUPE Community Collective Agreement 2025 - 2027.

In reaching a settlement Corrections has carefully considered all the claims that NUPE has made. In our discussions relating to the health and safety claims raised, we acknowledge that outcomes to these claims is not something that can be “negotiated” but do need to be responded to and addressed by Corrections working with NUPE during the term of the new collective agreement. In the main these are dynamic/ongoing matters where the parties need to work constructively together to identify options or mitigations to ensure our staff and your members are safe at work and outcomes are fit for purpose.

The Intent Statement attached to this Terms of Settlement as **Appendix 2**, sets out the work programme that the parties have agreed to. The Intent Statement will be finalised within one month following the date of ratification of this collective agreement.

The parties have worked during the bargaining period to ensure that NUPE members concerns are able to be raised, understood and addressed through outcomes which include amending clauses in the collective agreement agreeing to an ongoing joint work programme to be undertaken during the term of the collective, and addressing pay and other claims that have direct and flow on costs within the bargaining parameters that are set for the public service.

A summary of the settlement of the collective agreement is as follows:

1. Term

The term of this agreement is from the date of ratification to 30 June 2027.

2. Remuneration

The new salary scales are set out in **Appendix 1**.

3. One off payment for specified roles for employees at the top step of their salary scale

- a) Employees who are substantively employed in the following roles at the date of ratification:

- Administration Officer
- Community Work Supervisor

and who are at the top step of their scale, will receive a lump sum payment of \$1,000 (gross).

Employees in these roles who are at the top of their salary scale from 1 January 2026 will receive a lump sum payment of \$1,000 (gross) on their salary progression anniversary date in 2026.

- b) Employees who are substantively employed in the following roles at the date of ratification:

- Practice Leader
- Senior Community Work Supervisor
- Programme Facilitator

and who are at the top step of their scale, will receive a lump sum payment of \$650 (gross).

Employees in these roles who are at the top of their salary scale from 1 January 2026 will receive a lump sum payment of \$650 (gross) on their salary progression anniversary date in 2026.

Note that these payments will be prorated for part time staff. Fixed term and casual staff will not be eligible for these one-off payments.

4. Health and Wellbeing Appointments

The reimbursement payment for these appointments will be increased to \$100, per visit as per 5.7 of the collective agreement. The payment is also extended to cover dependents.

5. TOIL Recording

Corrections has agreed to implement an additional hours recording tool where if an employee is entitled to "TOIL" as per the collective agreement and this is pre-approved by their manager, this can be recorded for all TOIL hours worked following ratification of the collective agreement.

6. New and Amended provisions

In line with the parties' discussions in bargaining there are amendments to the following provisions which are set out in full in **Appendix 3**.

- **Remuneration:** new remuneration schedules. (**Appendix 1**)
- **Health and Wellbeing Appointments:** change of reimbursement rate to \$100.
- **Employment Relationship Problems:** amendment to timeframe for raising sexual harassment personal grievance.

7. Coverage

NUPE has identified other positions they are seeking coverage under this collective agreement for. The parties will continue to discuss these positions and where coverage is agreed a variation will be proposed.

8. Lump Sum Payments Union Only

The parties to this agreement recognise the value of their productive and ongoing relationship, and the benefits of a collective agreement. Subject to ratification of the Collective Agreement, in recognition of the value of a new Collective Agreement, and the ongoing relationship the Department has with NUPE, the following payments will be made to NUPE members:

Date of ratification: \$250 (gross)

1 January 2026: \$250 (gross)

1 January 2027: \$250 (gross)

9. Errors and Omissions

Whilst we have endeavoured to be accurate there may be matters that we have inadvertently overlooked. Accordingly, please consider the above on an Errors and Omissions basis. If either party identifies any errors in the attached, we undertake to work with you to correct these prior to signing the final collective agreement.

10. Ratification

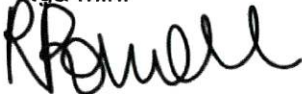
You have advised us that your ratification meetings begin in the week commencing 30 June 2025. Could you please advise when the ratification would conclude.

NUPE agrees not to issue strike notices between now and the completion of the ratification process in relation to these Terms of Settlement and the outcome of the ratification vote is advised to Corrections.


I look forward to receiving your advice that the members covered by the new agreement have agreed to ratify the proposed terms.

Finally, please acknowledge your acceptance of these Terms of Settlement by signing below.

Ngā mihi



Rebecca Powell
Deputy Chief Executive – People and Capability



Luke Stenton

Date

19/6/25

Organiser
National Union of Public Employees

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