

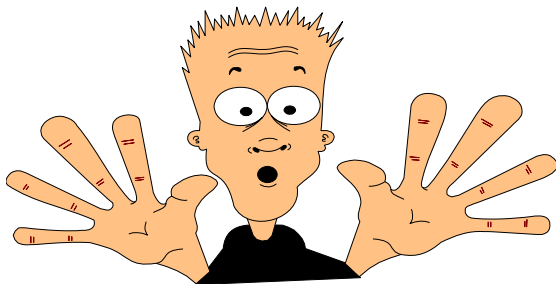
When is a “local area,” not? #2

Having given considerable thought to this question because of the Taranaki situation, and another that has come to light in Northland, we have come to the conclusion that the only logical answer is that the local area must be centred on where an individual lives.

For the moment let's forget about any particular location and think just about the principle. Look at the sketch over the page.

The Department (and to be honest the Unions) have been looking for a solution based somewhere around where the work is currently based. That is represented on the sketch by the dotted blue line centred on WORK. Worker H1 and worker H2 both travel to WORK in their own time and in their own vehicle.

In scenario one, if the Department decides to relocate to NEW which is outside the local area then using scenario one and the terms of our Collective Agreement H2 is outside the local area and would be entitled to redundancy - even though the reporting point is now right next door and his employment conditions have improved greatly.



That would be ridiculous !!!

If we look at scenario two and base “local area” on an individual's home we get a much more sensible outcome.

Each individual would have a “local area” based on the distance between their home and the reporting point. In the case of H1 that is represented by the red dotted circle, and in the case of H2 represented by that part of a far larger dotted line a part of which is on the page.

In this case, when the reporting point is relocated to NEW, H1 is entitled to relocation costs or redundancy because their conditions of employment have worsened, but H2 is entitled to nothing because their conditions have improved.

Makes sense to us !!!

Following a further meeting with the Department in Wanganui I can now report that the issue remains unsolved. An offer has been made to the members involved, which if accepted pushes the issue to the side for the moment. It will come up again sooner or later however.

