

**From:** [Gregory, Kerry](#)  
**To:** [Executive Leadership Team](#)  
**Subject:** In Confidence: Escalated Industrial Action  
**Date:** Monday, 9 March 2026 11:37:33 am  
**Attachments:** [image001.png](#)

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Kia ora koutou

I am giving ELT an update in confidence. Following discussions last week around escalated Industrial action notified by the NZPFU and receiving further legal advice from 9(2)(a) I have decided after speaking with Janine this morning that we will proceed with informing staff that pay will be deducted for ongoing strike actions. This will happen today as we are required to conduct this as soon as practicable following notification.

Nicola O'Neill has confirmed that payroll is able to process the one-hour deductions which is based on the principal that we are not suspending staff but paying them for the hours worked, and not for hours not worked. We will also apply a 10% reduction provided for in the legislation that will apply to the newly notified strike action. This will be applied to base pay after any one-hour strike deductions have been taken out. Nicola has also confirmed we are in a position to apply this.

I fully expect this approach to be challenged and to potentially attract media attention. Megan is preparing with 9(2)(a) and we will have messaging ready should the situation escalate. The Board are supportive of the approach and the Minister is being advised. I will also be briefing the District Managers and Com Cen Managers in confidence this afternoon before we hit go as I want them to have visibility, as they are likely to have some pushback and it is important to understand the why for them as our people leaders in the field of the majority of NZPFU members.

Lastly as discussed, I also anticipate we will get some formal legal challenge, and 9(2)(a) will support us with that process alongside Katie and Dan.

Nga mihi  
Kerry

Kerry Gregory ([ia/he/him](#))  
Chief Executive / National Commander  
Tumu Whakarae / Toihau a-Motu  
Te Ratonga Ahi Me Nga Ohotata i Aotearoa / Fire and Emergency NZ

**Executive Assistant – Tracey Morgan**

[x@x](#)



*Fire moves incredibly fast – a house fire can kill within three minutes.*

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**From:** [Gregory, Kerry](#)  
**To:** 9(2)(a) [Kearns, Becks](#); [Hearn, Janine](#); [Parkman, Dan](#); [Stiffler, Megan](#); [Purdy, Darryl](#); [O'Neill, Nicola](#)  
**Subject:** Re: PFU press release on the deductions  
**Date:** Tuesday, 10 March 2026 8:30:43 am  
**Attachments:** [image001.png](#)  
[image002.png](#)

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Thanks 9(2)(a)

We did expect that and the action created the platform for this communication from the NZPFU.

I have not received formal notification yet but when we do we will remove the 10% deduction but the non payment for time not worked will stay in place.

Nga mihi  
Kerry

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**From:** 9(2)(a) @fireandemergency.nz  
**Sent:** Tuesday, March 10, 2026 7:39:53 AM  
**To:** Gregory, Kerry <xxxxx.xxxxxx@xxxxxxxxxxxxxxxx.xx>; Kearns, Becks <xxxxx.xxxxxx@xxxxxxxxxxxxxxxx.xx>; Hearn, Janine <Janine.Hearn@fireandemergency.nz>; Parkman, Dan <xxx.xxxxxx@xxxxxxxxxxxxxxxx.xx>; Stiffler, Megan <xxxxx.xxxxxx@xxxxxxxxxxxxxxxx.xx>; Purdy, Darryl <Darryl.Purdy@fireandemergency.nz>; O'Neill, Nicola <xxxxxx.xxxxxx@xxxxxxxxxxxxxxxx.xx>  
**Subject:** Fw: PFU press release on the deductions

PFU is dropping its partial strike

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9(2)(a)

Corporate Affairs Consultant  
Fire and Emergency NZ

9(2)(a)

9(2)(a) @fireandemergency.nz

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**From:** Poole, Michele <xxxxxxx.xxxxx@xxxxxxxxxxxxxxxx.xx>

**Sent:** Tuesday, March 10, 2026 7:36:05 AM

**To:** Maher, Jackie <xxxxxx.xxxxx@xxxxxxxxxxxxxxxx.xx>; 9(2)(a) @fireandemergency.nz

**Cc:** Media - External Affairs <xxxxx@xxxxxxxxxxxxxxxx.xx>

**Subject:** PFU press release on the deductions

Hi – this was released by the PFU half an hour ago – showed up on our media monitoring

[FENZ tries to starve out striking NZPFU members - Fuseworks](#)

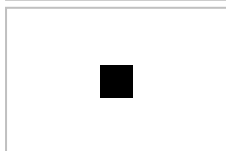
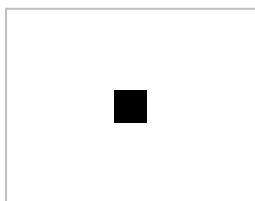
Nga mihi  
Michele

Michele Poole  
Senior Regional Communications and Engagement Advisor (South Island)

M: 9(2)(a)

[✉](#)

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