



Update on Industrial Action

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Tēnā koe,

As previously advised, notice of the escalation in industrial action that was received on 4 March 2026 required Fire and Emergency New Zealand to review its response, which directly led to the decision to exercise its legal right to deduct pay for the partial withdrawal of labour and not to pay for full stoppages.

I am pleased that the NZPFU has withdrawn its notice of partial strike action which was due to commence on 23 March 2026. As such, I have confirmed to the Union and its members that the notice dated 9 March 2026 regarding pay deductions in relation to the partial strike action is formally withdrawn. To be clear, the 10% deduction to the base salary of those who participated in the proposed partial strike action will not proceed.

However, I confirm Fire and Emergency maintains that it intends to exercise its right not to pay employees for any periods when they withhold their labour in full, with effect from 23 March 2026, as previously advised.

I want to reiterate that the decision to not pay employees for the time they withhold labour from 23 March was a difficult one, and one I thought long and hard about. My view is that it would be irresponsible not to take this action given the consequences of the ongoing strike action for public safety together with our duty to levy payers. We have seen the impact of the withdrawal of labour upon the communities which we serve, most notably in Pakuranga and on Northcote College already. We have also seen the detrimental effects of strike action in the relationship between our paid firefighters and the organisation alongside the added pressure this is placing on Volunteer Brigades.

Our calls to the Union to cease their industrial action have been repeatedly ignored despite the danger they present to the public. Our efforts to settle the bargaining by applying to use mediation and facilitation have been opposed by the NZPFU, and I understand that our offer