

## NZ Post's Tupuna Consultation and Timeline: *"Insufficient information to properly consult"*

The Postal Workers Union's Barrister wrote to NZ Post on 19 October 2023 stating that the company has provided **insufficient information** for the Union to properly respond to its Tupuna Consultation Document and Timeline.

Section 4 of the Employment Relations Act requires an employer **to behave in good faith** towards its employees, including by providing information relevant to a proposal that could impact the continuation of their employment. There is also the obligation for an opportunity for employees and their Union to be able to comment on that information:

- No information has been provided by NZ Post to employees or the Union as to why it has been determined by the company that the best way forward is to incorporate mail delivery into the Parcel Network.
- The business case has not been provided.
- No costings have been provided showing the impact of using either of the current existing models (employee or contractor), or whether there has been consideration of a hybrid model.

The Union believes that NZ Post has chosen the Parcel Network as its preferred single network because the contractor network is considered by the company to be a cheaper option.

In its letter to NZ Post, the Union's Barrister states that the Union will use an Accountant to assess the business case and the financial consequences of the various options available to NZ Post.

The Union urgently requested answers to the following:

- Whether the requested information will be provided by NZ Post.
- The time frame for the provision of the information by NZ Post.
- Whether a delay to the response date of 14 November 2023 will be provided by the company if necessary, to enable the Union to properly consider its position.

On 6 October the PWUA filed **proceedings in the Employment Court** for a declaration that the Owner Driver couriers are in fact employees and not contractors.

In the Barrister's letter **NZ Post was put on notice** of the Union's position: that any dismissal (by redundancy) of members in the Mail Network that is justified by the company's use of couriers on the current independent contracts would be unlawful. This matter will be clarified in part by the Employment Court ruling.

You can join the Postal Workers Union by going to the Union's website, [www.pwua.org.nz](http://www.pwua.org.nz)  
Click on the "Join us" link and submit the form