

Tūpuna programme: NZ Post found to have breached its obligations under the Collective Agreement

The Employment Relations Authority has found that NZ Post failed to meet its obligations under the Collective Agreement when it decided in March 2024 to proceed with its Tūpuna programme to dismiss all 700 of its Delivery employees and give their work to contractors in the courier network.

NZ Post has now been ordered by the Employment Relations Authority to comply with clause F.9 of the Collective Agreement. This will require NZ Post to disclose the details of its Tūpuna business case, and will also require the company to work with the PWUA to examine other possible, practicable options which retain all or some of that work being performed by employees.

The PWUA is pleased to have won this compliance order from the Employment Relations Authority, but disappointed that it had to take legal action to make NZ Post meet its obligations towards employees over such an important matter.

In an associated finding, the Employment Relations Authority also found that NZ Post had not breached its duty of good faith by withholding information from employees, instead finding that *“NZ Post had provided reasonable access to as much information it was able to provide.”*

The PWUA will keep members informed on how this matter progresses in coming weeks.

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