



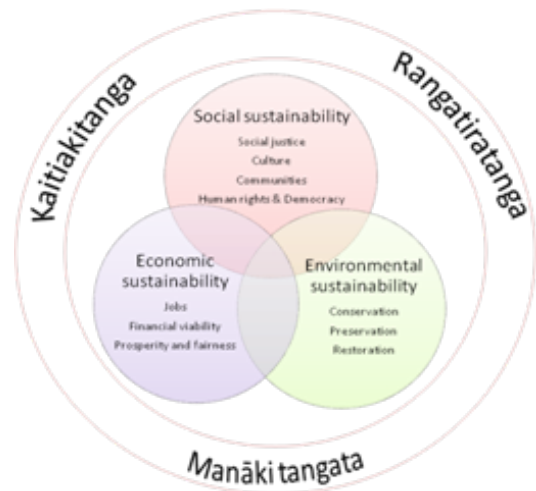
PSA sustainability policy

Scope

This policy applies to all work undertaken by PSA staff and all PSA activities undertaken by elected PSA officials.

The definition of sustainable development generally used by unions internationally is “development which meets the needs of the present generation without compromising the ability of future generations to meet their own needs”¹.

Our understanding of sustainability incorporates the principles of kaitiakitanga (upholding our responsibilities), rangatiratanga (showing leadership) and manāki tangata (caring for our people). For the PSA, sustainability means being committed to taking the long term social, environmental and financial needs of the organisation, members and staff into account in our decision making around strategy, how we use our resources and in what we do day to day.



¹ UN Brundtland Commission, 1987, as quoted in A Trade Union Guide to the GRI Sustainability Reporting Guidelines, p5.

Our approach

It is essential that there is consistency between our policies for our external relationships and activities and our internal operational practice. This policy details our commitments to promoting sustainability both internally and externally and sets out the principles which underpin our understanding of sustainability and inform our decision making.

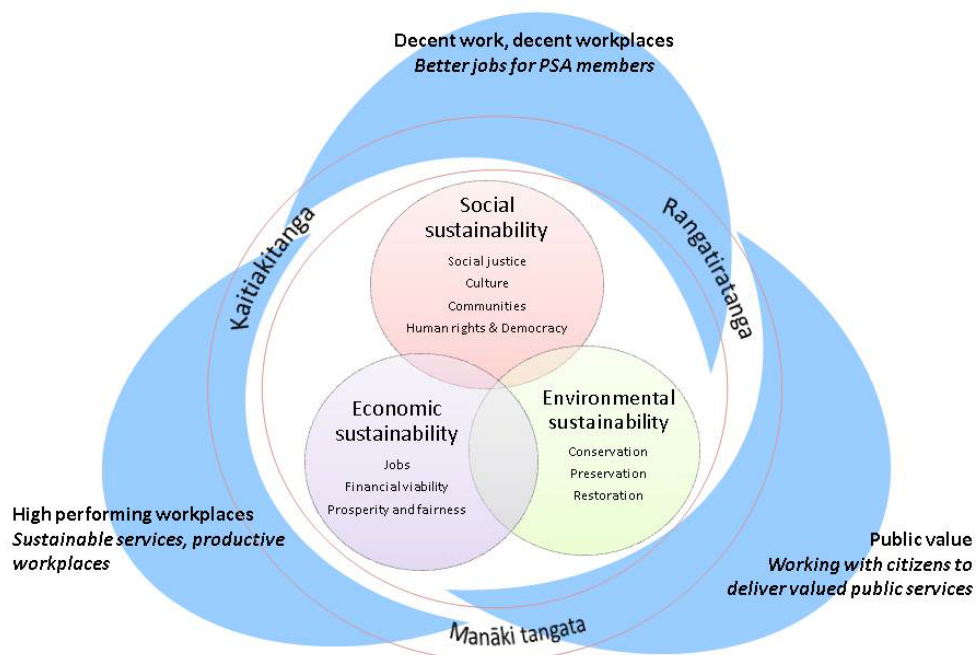
It will take time to realise the goals of our strategic agenda and our sustainability commitments. We want sustainability principles to become part of how we do things and so we will take an incremental approach, recognising and balancing the competing environmental, social and financial imperatives. Where possible we will build on existing initiatives and look for opportunities to leverage sustainability off our day-to-day work.

Sustainability and the work of the PSA

We are committed to sustainability through our core business of building union organisation to influence the political, industrial and economic environment for the benefit of PSA members' interests. This includes the interests of PSA members, their families and communities and the interests of all New Zealand citizens in the quality public services that are essential to creating an environmentally, socially and economically sustainable future for New Zealand.

The organisations PSA members work for have an important role to play in creating this future and by working in partnership with employers in the publicly funded sector the PSA and PSA members can support this and make significant inroads on managing the impact of public sector work on our carbon footprint.

Sustainability is an integral part of the goals of our Democracy at Work agenda which reflect members' desire for sustainable jobs, workplaces and services. The three goals of our Democracy at Work agenda are: decent work, decent workplaces – better jobs for PSA members; public value – working with New Zealanders to deliver valued public services and; high performing workplaces – sustainable services, productive workplaces.



Decent work, decent workplaces – better jobs for PSA members

Sustainability is inherent in our goal of decent work and workplaces for PSA members. Work, working conditions and workplaces that recognise the human rights, needs and social connections of PSA members create positive outcomes not just for employers but for individual workers, their families and communities. Worker voice, collective dialogue and effective union organisation are central to creating decent sustainable jobs.

Public value – working with citizens to deliver valued public services

Where government agencies, public service workers and their unions, and citizens/communities work together to generate, produce and implement solutions, those solutions are more likely to be sustainable in themselves and to contribute to New Zealand's economic, social and environmental sustainability.

High performing workplaces – sustainable services, productive workplaces

High performing, productive and efficient public sector workplaces are needed to deliver the public services that support New Zealand's environmental, economic and social sustainability. Positive and productive workplace relationships, organising workers to mobilise their knowledge and trusting them to innovate will improve the quality and sustainability of services and jobs.

These three goals provide an integrated framework for the work of the PSA. They are mutually supportive and each strand of each goal supports the others and the whole.

The PSA is an employer and sustainability is also an integral part of our organisational values and employment principles. The PSA takes a strategic approach to unionism and our organisational values are:

- Collectivity and solidarity
- Trust and integrity
- Accountability

The PSA is committed to being a good employer and providing a quality working environment; a process of constructive engagement with staff through their unions; and operating fair, transparent and consistent employment processes and good faith principles.

While the work of the PSA has positive outcomes for sustainability, its conduct consumes resources and we need to manage and minimise our impact on the natural environment.

Principles

- Sustainability sits within the PSA's overall strategic agenda of Democracy at Work - it is integral to our objectives and goals which guide our policy, governance, planning and operational decision making.
- We "advance the Treaty principles of partnership, protection and participation in activities pursuant to the purpose and objects of the union as they relate to the working lives of members²" through kaitiakitanga (upholding our responsibilities), rangatiratanga (showing leadership) and manāki tangata (caring for our people).
- Protection, conservation and restoration of the natural environment is a significant issue for the PSA.
- Environmental quality, economic health and social equity and justice are mutually dependent.

² Clause 4, PSA Rules.

- Worker voice and participation in decision making through unions contribute to sustainable communities.
- The democratic process, including unions as democratic organisations, is fundamental to sustainability.
- Public services are key contributors to sustainability through their influence and leadership.
- We recognise our connections to the union movement in New Zealand and internationally.
- We make procurement decisions which minimise negative environmental and social impacts.
- Workplace, sector and cross sector partnerships are necessary to achieve sustainable goals.

Our sustainability commitments

We embrace and promote all aspects of sustainability in our governance, by:

- Taking a long rather than a short-term approach to decision making, planning and investment, using the best available information and considering all aspects of sustainability including achieving a reasonable balance between conflicting demands.
- Setting annual operating priorities to implement our Democracy at Work agenda.
- Maintaining financial viability.
- Actively involving PSA members and staff in evolving our strategy and approaches.
- Working to ensure equity of participation and access to decision making within the union.
- Honouring Te Tiriti o Waitangi/the Treaty of Waitangi, encouraging and building Māori participation in PSA structures and decision making.
- Reporting our progress and strategic intent to PSA members and the wider community.
- Seeking the views of key stakeholders about our strategic intent and performance.
- Putting in place strategies to ensure we have the right staff and capability now and in the future.

We promote sustainability through our influence and activities by:

- Building and organising our membership.
- Developing our delegates and building delegate leadership capability.
- Promoting the shift to more environmentally sustainable workplaces.
- Working towards our Democracy at Work agenda with employers and government.
- Advocating for a just transition to a more sustainable economy.
- Responsible management of our buildings and properties including the PSA holiday homes.

We minimise the adverse effects of our activities on the environment by:

- Helping PSA staff and elected officials reduce their environmental impacts at work and at home.

- Working proactively with our suppliers to increase our purchase of goods and services that are produced locally and using sustainable practices.
- Monitoring and reporting on our environmental, social and economic performance.

We care for our staff and recognise their right to decent work by:

- Providing a high trust, equitable, safe and healthy working environment that supports individual development, team-working, positive work-life balance and job satisfaction.
- Further building our internal partnership arrangements with the unions PSA staff belong to.
- Ensuring PSA staffs are part of the ongoing dialogue about our sustainability.
- Complying with all labour standards and legislation.

Implementation

This policy will be implemented through a sustainability action plan developed and monitored by the PSA executive board and operationalised by the PSA Secretariat.

Responsibilities

The PSA executive board has overall responsibility for implementing this policy and ensuring that the union's resources are managed sustainability.

The PSA national secretaries are responsible for implementing the action plan and for reporting on progress annually.

All PSA elected officials and staff are responsible for working in a way that is consistent with this policy and provides leadership to members.

Review

After 12 months, the executive board will review and if necessary revise this policy.