**Te Rūnanga o Ngā Toa Āwhina Kōmiti Report by**

**2020-2022**

**Membership and Organisation**

Te Rūnanga o Ngā Toa Āwhina covers all five sectors of Te Pūkenga Here tikanga Mahi.

As of 7 March 2022, PSA total membership was 81574

Te Rūnanga has approximately 868 Māori delegates. Membership participation in union activity continues to grow. This is measured by the growth in attendance at union meetings, the numbers joining PSA networks and on-going member involvement in PSA campaigns.

Te Rūnanga has 8875 Māori who are PSA members.

Communication across Te Rūnanga enterprises and workplace networks is a challenge. You can assist by making sure you:

* have identified as Māori
* have a delegate or contact person at your workplace
* have selected to be part of Te Rūnanga o Ngā Toa Āwhina
* have ensured the PSA has your up-to-date contact details such as – email, home address, mobile and work contact numbers at psa.org.nz

**Te Roopu Kaiārahi Māori**

Te roopu Kaiārahi Māori ngā Kaihautū Māori (Janice Panoho), Te Rāngai Kaitakawaenga Māori (Marcia Puru), Kaiwhakarite (Dolly Larkin), Kaiārahi (Helen Panoho) and newly appointed a (Senior Māori Policy advisor – Fixed Term) Mike Tana. Te roopu Kaiārahi Māori will be working towards meeting our objectives outlined in Te Rūnanga strategic goals. We are supported by Kaumatua and Kuia with experience in tikanga Māori, Te Ao Māori who also provide advice and counsel to PSA - Te Pukenga Here Tikanga Mahi.

Te Whakapiri (PSA, Runanga, Pay Equity Taskforce and Public Service Agencies) launched Kia Toipoto, Gender Pay Action Plan in November last year, we are currently reviewing the guidance to include closing the Ethnic Gender Pay Gap for Māori Pasefika, Ethnic Communities including LGBTQ (Rainbow Community) and Tangata Whaikaha (disabilities). Invitation for the Kia Toipoto workshops are being held in March for Public Service and Crown Entities.

We are looking forward to working closely with Te Runanga to encourage our Māori members to participate to achieve a better future for our whanau, hapu, Iwi katoa.

**Your Rūnanga Kōmiti**

Te Rūnanga Kōmiti is represented at the national level by PSA Kaumātua, Hoone Witana and Georgina Kerr, along with 20 Sector Māngai which includes 4 Rangitahi from across the PSA sectors. Lesley Dixon and Virgil Iraia are our Tuakana / Teina and are members of the PSA executive board. Lesley Dixon is also Vice President Maori, Virgil Iraia is the PSA Vice President they both sit alongside the PSA President Benedict Ferguson.

Te Rūnanga Kōmiti provides cultural leadership, policy advice and contributes to the union work programme and submissions. The Kōmiti also plays a key role in supporting and monitoring the implementation of PSA strategic goals in the best interest of Māori members.

**Our Key Issues 2021-2022**

**Building PSA membership**

Te Rūnanga Kōmiti continues to work on developing recruitment strategies across all enterprises to build union organisation and increase Māori participation. A major focus has been to maintain and strengthen our influence within all PSA enterprises. Māori delegate and leadership development has been achieved through Māranga Mai. This has increased renewed interest in the delegate and Sector Māngai roles.

**Communication**

Te Rūnanga Kōmiti aims to get a pānui out to all Māori members after each Hui. Te Rūnanga webpage is being revamped and will be regularly be updated with newsletters, documents, photos and reports.

**Terms and conditions of employment for Māori**

Ngā Kaupapa is now well embedded in workplaces and provides a strong platform for Māori participation and engagement. Most bargaining briefs and bargaining strategies contain a cultural component that directly links to the principles of Ngā Kaupapa. The long-term goal is to implement the principles of Nga Kaupapa throughout all PSA Collective Agreements.

**Establishment of Sector and Enterprise Rūnanga**

Te Rūnanga Kōmiti and Te Rāngai Kaitakawaenga Māori continue to assist and support Sector Māngai to establish enterprise and sector rūnanga. There are enterprise Rūnanga within the following Public Service enterprises; IRD, MAF, MSD, ERO, OT and Corrections and also Te Tira Hauora which covers the DHB Sector.

**Te Rūnanga Strategic Goals**

Te Rūnanga Komiti sees the strategic goals as an integral part of how we want to engage, support and work across our union. This work will enhance and build our capability to work with Māori to advance the principles of Te Tiriti o Waitangi through Ngā Kaupapa, including how we provide a more connected approach to supporting other parts of our governance structures, sectors and networks.

Te Rūnanga Kōmiti has its first meeting on the 17-18 March to finalise its draft plan and seeks to address how it will meet its overall goals.

**2020-2022 Activities**

Hui Taumata was held at Brentwood Hotel Wellington on 27 – 28 September 2020 . The theme was

‘Public and Community Services’ – Building our Future. There were more than 85 attendees at this Hui and they spent 2 productive days strengthening delegate capabilities and union knowledge. All work completed by Sector Mangai is leading the PSA work programme for the next 5 years.

**PSA Congress 2020**

PSA CONGRESS was held on 16 – 17 and 18 November 2020, at Te Papa. The Theme – “Public and Community Services – Building our Future. Benedict Ferguson from Auckland City Council was elected as the PSA President.

**Mana Wahine**

The Mana Wahine claim continues to progress with the claimants leading this mahi to address the inequities faced by Wahine Māori in Employment.

The tūāpapa hearings have been affected by the covid and omicron at present, but are looking to be rescheduled for July and August 2022

Meanwhile, we are looking to further or campaign plan to engage with members, delegates and communities on the claim and are looking for KaiKōkiri – advocates across the union to support the claim.

We have presented the findings of the research reports on the survey completed by our Māori members to delegates who attended Sector Hui 2021 and they can be viewed on the PSA website [manawahine](https://www.psa.org.nz/our-voice/mana-wahine/) page.

We will now be looking to engage with members and delegates on the individual and organisational and systematic barriers that have impacted them to provide further evidence to the claim. Please keep updated and informed on the mana wahine page to stay engaged with the claim.

**Council of Trade Unions**

The CTU conference was held on the 21/22/October 2021, via zoom.   Tuakana/Teina and Kaumatuā attend these hui.

**Biennial Sector Hui**

Sector Hui was held in 2021 across all five sectors via ZOOM. Election of Sector Mangai, Rangitahi and Sector Committees were completed. The combined sector hui had the NZ Health and Maori Health Transition Unit updated the hui on the progress of the transition and received feedback from all Sector Mangai.

**International Links**

**OSRAC – W**as held in Sydney on the 1 July 2021 via zoom. Several themes: Climate Justice & Pacific planning.  Labour Hire campaign. Younger Workers report and workshop. Global Health task force report. A meeting of the Women’s Committee was held. Their discussions were mainly about inequities in the workforce particularly for Indigenous women and the pay gap.

**Current Kōmiti members**

|  |  |  |  |
| --- | --- | --- | --- |
| **Hone Witana & Georgina Kerr - Ngā Kaumātua**  **Lesley Dixon and Virgil Iraia -Tuakana Teina – CDHB-BOPDHB** | | | |
| **State Sector** | **Public Service** | | **Local Government** |
| Fiona Waititi  NZTA | Pricilla Benioni  MSD | | Angie Thomas  FNDC |
| Susan Young  ACC Dunedin | Bronny Pegier  OT | | Phoenix Hepi  Hutt City |
| Mel Brown  Asure Quality | Pere Paul  Corrections | | Joy Benioni  GDC |
| Moana -Lee Soloman  Rangatahi | Jo Houston  MOE | | Sally Simpson  ACC |
| Vacant | Tuakana Walker  Kim Milner  Rangatahi | | Chante Te Kanawa  Rangatahi |
| **Community and Public Services** | | **District Health Boards** | |
| Ariki Whatarangi  Kahuitukaha | | Lesley Dixon  Canterbury District Health Board | |
| Pania Love  NZCARE GROUP DISABILITY | | Virgil Iraia  BOPDHB | |
| Kama MacDonald  NOVA TRUST | | Allan Franks  ADHB | |
| Vacant | | Pam McCullough  HBDHB | |
|  | | Thereza Clark  NDHB | |