

The **PSA**  Journal December 2020

Te Mahinga Ora



Congress 2020

Hui
Taumata

Delivering on
Equal Pay

Public Service
Awards

New Holiday
Homes

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Working Life Te Mahinga Ora

THE PSA JOURNAL

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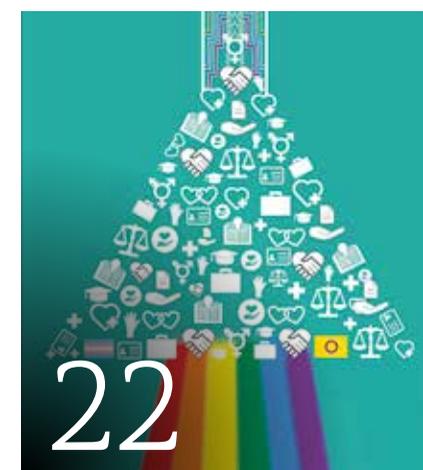
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On the cover

Newly elected PSA president Benedict Ferguson with PSA kaumatua Kiwhare Mihaka and outgoing president Janet Quigley at Congress 2020.



**KIA ORA E TE WHĀNAU
O TE PŪKENGĀ HERE
TIKANGA MAHI**

I am honoured to be writing this as your new President of the PSA.

I would like to acknowledge the candidates that ran alongside me at Congress 2020, Lusila Aiono-Tahaafe, Paula Davis and Marshall Tangaroa. I look forward to working with you as we continue the hard work ahead of us.

I would also like to acknowledge our immediate past president Janet Quigley who has led our union over the past four years. Your leadership, wisdom and determination has ensured we have achieved so much. I look forward to working hard to achieve more for our members.

I have spent my whole life fighting for the union movement. My values are grounded in the belief that everyone deserves dignity and respect, that there is mana in work, and that we should be involved in decisions about our working life.

Over the next 2 years I look forward to building a stronger union that will:

- elevate the voices of women, youth, Māori, and Pasefika. And when I say elevate, I mean genuine power sharing, where we actively work to remove barriers that prevent people from participating in decision making, and put the voices of members at the centre. We are a member-led organisation - it is from members that we receive our power
- use our collective voice to speak truth to power. We must use our political capital to enact outcomes we have sought for decades



- we must act now to create universal basic services to build a better life for our members. Fair pay agreements must become the norm, and equal pay claims must be settled and the ethnic pay gap closed

- continue to grow the membership and capability of our union. Since I accepted a leadership role on the PSA board in 2008, our members have grown from 50,000 to 77,000. I want to see our numbers grow to 100,000. But I also want to see our power as a union grow so that we can fairly, and effectively represent the views of our members.

We have the potential to exert great influence right now to change Aotearoa and improve working lives for the better.

**Nō reira, tēnā koutou katoa
Benedict Ferguson**

*Nau mai
Haere mai*

WELCOME TO OUR NEW PRESIDENT

We extend a warm welcome to Benedict Ferguson who has been elected as our new president by delegates at Congress 2020.

In 2008 he became the youngest person ever elected to the PSA Executive Board, and for the last four years he has been PSA Vice President.

Benedict set up the PSA's first ever youth network and is active in other union networks such as Out@PSA and the PSA Eco

Network. Up until two months ago he was co-convenor of our local government sector committee.

For the past five years Benedict has been a fulltime PSA delegate at Auckland Council, the only fulltime local government union delegate in New Zealand.

Benedict replaces Janet Quigley as President. We thank Janet for her extraordinary contribution over the past four years and wish her all the best for the future.



What can we expect from the new Government?

With a new Government now in place it's timely for the PSA to consider what we can expect, and what we would like to achieve in the next three years.

What is certain is that everyone working in public and community services will be in for a busy time. Keeping our country safe from Covid and rebuilding better will be the focus. PSA members will continue to be at the heart of this effort.

This has been an extremely challenging year and it's important all of the people doing the mahi are well supported as we move to deliver the Government's work programme.

EQUAL PAY PROGRESS

We can expect to see more progress on equal pay – both by gender and ethnicity. It is clear that this is a Government that shares our aims on this. While some good progress was made in the last term, there is much work to do and the PSA is working with other unions to lead this.

We'll be encouraging even more members to get involved in our equal pay claims and Worth 100% campaign (Read more p.12-13), along with Te Rūnanga's Mana Wahine Treaty claim (Read more p.20).

PUBLIC SERVICE REFORM

In its last term the Government started reform of some key public services, including the health and disability, mental health, education and justice systems. PSA members in these services have already contributed to reviews. We'll continue to ensure your voices are heard in decision making and that there's a just transition to what's next.

The new Public Service Act is being implemented, with the Government aiming to improve the delivery of services, the Māori Crown relationship, and the working lives of public servants.

It's also clear this Government is interested in taking a regional approach to services, and we can expect accelerated progress towards great inter-agency collaboration and whole of government working.

We'll be pushing for more consistent terms and conditions to move towards a joined up career public service.

WORKING CONDITIONS

In the workplace, the Government has said it will prioritise an increase in the statutory entitlement for sick leave from 5 to 10 days, and introduce industry-wide Fair Pay Agreements.

We welcome those commitments and promising signs the Government will move to extend the Living Wage, ensure greater protections for contractors, and make workplaces safer. (Read more p.15)

UNIVERSAL BASIC SERVICES

Finally, the PSA will continue to campaign for the Aotearoa Wellbeing Commitment.

We'll be urging the new Government to extend the universal provision of services in health, housing, education, income support, public transport and internet to make Aotearoa a fairer, more equitable society. (Read more p.14)

New leadership line-up

Two women now lead New Zealand's largest union following the appointment of Kerry Davies as one of the PSA's national secretaries.

Kerry has been acting National Secretary since late 2018, filling in for Erin Polaczuk while she was on maternity leave.

Kerry and Erin are now co-leading our union of 77,000 members, following the retirement of national secretary Glenn Barclay last month.

Kerry says she's honoured by the appointment and looks forward to continuing the progress the union has made.



New PSA National Secretary Kerry Davies

"PSA members are campaigning hard to end the ethnic and gender pay gap, and alongside the wider union movement are speaking out on issues of inequality and injustice in our society.

"They are deeply committed to the work they do, and through our collective efforts we will make New Zealand a fairer and better place to live."

Kerry has worked for the PSA for the past 18 years and was an assistant secretary for six years.

Prior to her work at the PSA she undertook a variety of roles within the trade union movement nationally and internationally, including as an organiser, educator and researcher.

We've given Glenn Barclay the opportunity for a Last Word about the growth and change he's seen during his time at the PSA (p.30).

Awards season

PSA member Betty Hauraki received a Lifetime Achievement Award at Te Kawa Mataaho's Spirit of Service Awards last month.

Nō Rongowhakaata, nō Ngāti Porou hoki, Betty has been instrumental in the revitalisation of Te Reo Māori.

The success of Te Wiki o te Reo Māori is largely due to her passion and dedication.

For the last 20 years she has been at Te Taura Whiri i te Reo Māori, the Māori Language Commission, where her drive and ability to weave people together has helped turn a small community event into one of our biggest celebrations.

A number of government ministries and agencies were also honoured for their mahi at the Spirit of Service Awards.

PSA members were also among the winners at Te Kawa Mataaho's Public Service Day Awards. Read more p.16-17.



STOP PRESS



As *Working Life* goes to print the PSA and DHBs have concluded bargaining for the first stage of the DHB administration and clerical workers equal pay claim.

We are waiting for an agreement to be formally signed off by the Director General of Health before reporting back on the outcome to member meetings in December.

DHB admin workers and their supporters have been wearing pink every Tuesday to help get their claim across the line.

Signing success

A collective agreement for Department of International Affairs members has been signed off despite difficulties posed by Covid-19.

The first lockdown postponed negotiations in April, while the second lockdown in Auckland meant delegates there had to bargain via Zoom.

Some big gains were still achieved including a new pay system which provides pay increases for many members who had not had access to them due to the way the system was



capped. Many of these workers were regarded as essential during the Covid crisis.

There are new clauses allowing members to fulfill their responsibilities around tangi and other cultural events.

The signing was also an opportunity to farewell Stella Teariki, who has been a PSA DIA organiser for seven years.

It was a sign of the high regard in which Stella is held that HR and staff were close to tears as they said their goodbyes.

Collective agreements have also recently been ratified at the Ministry of Justice, Community Corrections and the Ministry of Housing and Urban Development (see p. 24).

Member advice and support centre

The PSA is set to launch a Member Advice and Support Centre next year.

The centre will be a one-stop shop for member enquiries, with organisers at the other end of the phone to resolve most of your queries, issues and concerns.

While initially this will be a phone-based service, it will be rolled out in time to offer support online and other media.

If issues require legal advice or face-to-face contact they will be referred on, but members' issues

will generally be able to be resolved by the Member Advice and Support organisers.



Changes to our member database will mean information and documents will be kept in one place, and enable us to seamlessly transfer information to our legal team or other staff if further assistance is required.

When the new centre is launched you'll still be able to reach us on **0508 367 772**.

We'll keep you updated as these changes are introduced.

Fair fee changes

PSA Congress has signed off on a move to a fairer and more progressive fee structure.

From March 2021, the current three band fee structure is to be replaced by six bands. A newsletter will be sent out to delegates and members before Christmas providing more detail about the upcoming change.

The six bands will be implemented based on the revenue generated by our current fees, meaning there will be no increase in total revenue generated by membership fees as a result of this restructure.

An inflation-based fee increase that was due to come in next year is also being postponed until March 2022.

For more information about the review, visit www.psa.org.nz/FeeRestructure

Photo credit:
Stephen A'Court



Building Our Future

It was our biggest Congress ever, with more than 200 delegates gathering in Wellington to debate, network and make plans that will guide the future of our union.

Working people from across the country, and across the public and community sectors came together for the PSA's biennial National Congress between November 16-18.

The theme for Congress 2020 was 'Public and Community Services – Building Our Future'.

In her opening address, outgoing President Janet Quigley remarked on how public servants had demonstrated their true worth by stepping up during the Covid Crisis.

She also noted the tremendous growth of the PSA over the past four years both in numbers and influence, and urged delegates to take seriously their responsibility as worker leaders.

CONGRESS MOTIONS

Democracy then swung into action with delegates debating notices of motion - proposals sent in by members like you.

The motions resulted in Congress delegates endorsing Pasefika representation throughout our delegate and governance structures, recognising the Eco Network as a formal PSA network, and endorsing a new fee structure.

Delegates also rejected a proposal for the PSA President to be elected by One Member One Vote in the future, rather than by the delegates who represent them at Congress.

PM'S SPEECH

An address from Prime Minister Jacinda Ardern was a highlight of this year's Congress. Her speech was very

warmly received, but she also faced tough questions.

Ministry of Justice court reporter Jennifer Laulala grabbed nationwide media attention with her passionate call for action around equal pay for Pasefika women, asking a simple but hard question of the Prime Minister: "Why have we been forgotten?"

The PM promised more would be done and asked the assembled unionists to help by identifying and confronting employers who don't give workers the pay or respect we deserve.

The Prime Minister first joined a union herself as a teen working in a supermarket, and she told Congress attendees the experience was "an awakening" for her.

"It only further entrenched my view around the incredible work that our union movement does in the good times and in the hard times, supporting our most vulnerable workers," she said.

"So, thank you for reminding me of why I do what I do."

Public Services Minister Chris Hipkins also spoke at Congress, thanking public servants for the many sacrifices made during and since lockdown, as part of our world-leading response to Covid-19.

Workplace Relations Minister Michael Wood, a former union organiser, reasserted the Labour-led government's commitment to Fair Pay Agreements, which will set consistent standards for pay and conditions across entire industries that go above and beyond legal minimums.

LIVELY DEBATE

Contributors to our latest Progressive Thinking series took part in a lively panel discussion on topics related to the conference theme, including the need to invest in public and community services to rebuild better after Covid.

Sophie Handford, Jonathan Boston, Max Rashbrooke, Deb Te Kawa and PSA policy advisor Andrea Fromm left delegates with much to consider.

Congress workshops provided further opportunities for discussion and learning.

Congress also heard a powerful address from keynote speaker Armine Yalnizyan, who spoke to us via Zoom due to Covid restrictions.

Armine spoke about the need to transform our economic system



Delegate Jennifer Laulala questions the Prime Minister about equal pay

away from an obsession with 'growing the pie' to increase profits for those at the top.

Instead she called for a system more like a layer cake; with a healthy environment forming the base, and caring for each other forming the next layer.

On these two layers a solid infrastructure and a functioning economy can then be built.

IR MADISON WORKERS

Workers employed by Inland Revenue via the Madison labour hire agency made a rousing appearance at Congress.

These brave young workers have signed on to the PSA's legal case asserting their right to secure employment and equal conditions to their colleagues. They received a standing ovation from delegates.

TRIBUTES FLOWED

Congress was also an opportunity to acknowledge some stellar contributions to the PSA and the union movement.

Former PSA President Paula Scholes and former PSA National Secretary Richard Wagstaff were presented with honorary Life Memberships for

their service to the labour movement over many years.

Also recognised later in the evening - though not warned in advance he would be - was retiring PSA National Secretary Glenn Barclay.

Glenn was left visibly moved by tributes from outgoing President Janet Quigley and current National Secretaries Erin Polaczuk and Kerry Davies, thanking him for his hard work and dedication.

Janet was also farewelled and thanked for her four years of leadership.

Congress concluded with the election of our new union President Benedict Ferguson. A longstanding member of the Executive Board, and walking delegate in local government, he brings experience, determination and passion to the role.

In the wake of Covid-19, it has perhaps never been more clear that effective public and community services are critically important to all New Zealanders.

Congress attendees have dispersed to the far reaches of our country, and the plans and decisions they made will now be implemented. Watch this space, or even better - get involved.



“Our Māori membership stands proud”

Delegates at Hui Taumata came away feeling inspired and empowered to make a difference for their workmates and their people.

More than 100 Māori delegates attended the 2020 PSA Māori Congress in Te Whanganui-a-Tara from October 29-30.

EMOTIONAL KŌRERO

The hui featured stimulating guest speakers.

These included Te Kawa Mataaho Deputy Commissioner of Diversity and Inclusion Heather Baggott, who spoke about work underway to strengthen the leadership and cultural capability of the Public Service, build beneficial relationships with Māori, and improve services and outcomes for Māori.

Commissioner for Children’s Office Kaihautū Kathy Irwin gave a powerful account of her experiences with institutional racism as a wahine Māori

and how this affected her working life.

She touched on issues relevant to Te Rūnanga o Ngā Toa Āwhina’s Mana Wahine Treaty claim, including the racism and sexism of government educational policy.

“We all got very emotional listening to Kathy,” says Kāinga Ora delegate Sheree Peti.

“Sometimes Māori don’t feel able to show emotion openly but thanks to Hui Taumata we were allowed to be emotional together.”

Delegates at the hui also attended workshops on topics including Lifting Māori Delegate Capability, which considered how this can be done and what support is needed to make it happen.

Other workshops discussed our Mana

Wahine claim, engaging Rangatahi across our union, and increasing Māori wards in local government.

ACKNOWLEDGING LEGACIES

The hui was also an opportunity for Māori delegates to farewell outgoing national secretary Glenn Barclay and outgoing President Janet Quigley.

The outstanding mahi of DHB Sector Māngai Allan Franks was also acknowledged with the presentation of the Marlene Pitman Award. (read more next page)

“It was an honour to be part of those farewells and acknowledge those legacies,” Disabled Persons Assembly delegate Rodney Bell remarked.

WHAKA-WHANAUNGATANGA

But alongside the hui programme, delegates found the opportunity for whakawhanaungatanga with delegates from other sectors hugely beneficial.

“It was empowering to have conversations with other people who are going through similar struggles,” says Rangatahi Rep Lance Westrupp.

Lance and other delegates say they also valued the opportunity to learn from experienced delegates. “We should do it more often.”

Rūnanga Tuakana Lesley Dixon agreed the hui was a great opportunity to learn and strengthen networks within Te Rūnanga.

“Our Māori membership stands proud as they continue to grow and develop as competent and capable unionists.”

NGĀ MIHI

Lesley says organising the hui this year tested everyone, with kanohi ki te kanohi meetings not always an option.

But she praised the awesome efforts of the organising Komiti, Kaumātua, PSA staff and everyone who contributed to the event.

Delegate Dave Kohai, from MSD’s Ngā Kaitūhono roopū, extended their thanks to the hui organisers and all who attended.

“E ngā kaiwhakahaere o tēnei hui, ka nui te mihi atu ki a koutou katoa. E te iwi e huihui nei ki te manaaki i te karanga tēnā rā, tēna hōki koutou. Tō tatou mokopuna te take! Ka whawhai tonu mātou!”

And Sheree Peti added her mihi to the whakangahau.

“I loved the disco. It was good to get the dancing shoes back on.”

RŪNANGA DELEGATE ELECTIONS

Next year we will be asking our Māori members to consider standing for Rūnanga delegate roles in their workplaces in delegate elections.

It’s an opportunity to tautoko your Māori workmates and get on board the waka of Te Rūnanga o Ngā Toa Āwhina, which will open up opportunities for you to help influence positive change for our people in Aotearoa.

Marlene Pitman Award

Allan Franks says he felt “privileged and a bit overwhelmed” to receive the Marlene Pitman Award at Hui Taumata.

The award honours Māori delegates who provide outstanding service in the workplace or to Te Rūnanga o Ngā Toa Āwhina.

He uri nō Ngāpuhi, nō Maniapoto hoki, Allan is a Kaiatawhai and Māori Enterprise Delegate at the Auckland District Health Board.

He’s also the DHB Sector Māngai for Te Rūnanga, and is convenor of Te Tira Hauora, the committee representing Māori PSA members in the DHB sector.

In his many roles, Rūnanga Tuakana Lesley Dixon says Allan is dedicated to the wellbeing of people.

“He is a champion of the vulnerable,



passionate about inequity and a voice against racial and systemic discrimination.”

Last year Allan presented a submission on Health Inequities for Māori to the Māori Affairs Select Committee on behalf of Te Tira Hauora.

Sector Māngai Thereza Clark, who

nominated Allan for the award, says he always encourages new delegates to take up leadership roles.

“He encourages them not to be afraid to have an opinion. Your eye is always on the goal. Better working conditions for our people, better health outcomes for our people.”

In receiving the award, Allan paid tribute to PSA and Rūnanga stalwart Marlene Pitman, who passed away in 2010.

“I asked her once, how she felt about being a delegate. She answered unreservedly that it was about being with the ‘shakers and the movers’, having influence in government and the community.”

Allan also acknowledged the support of his whānau, Te Tira Hauora, Te Rūnanga, and PSA staff.

Delivering on Equal Pay

The PSA is taking a two-track approach to delivering on pay equity - using the force of new law to settle claims and new guidance to end discrimination.

Women from across the union movement came together on November 7 to celebrate the day the Equal Pay Amendment Act came into force.

The new law will enable unions to raise and pursue equal pay claims directly with employers, rather than going through an adversarial court process.

LEAVING NO ONE BEHIND

Ahead of the new legislation coming into force, the PSA signed bargaining process agreements with employers to progress our claims for public service administration and clerical workers, local government library assistants, community social service workers and NGO social service workers.

It's part of an equal pay delivery plan designed to leave no one behind.

"We're putting a stake in the ground. We're signalling to the new Government that we would like them to join with us to settle claims to deliver on their commitment to pay equity," says PSA national secretary Kerry Davies.

Kerry says we hope to make the most of the next three years, by prioritising the settlement of claims where there are big groups of low paid workers and Māori and Pasefika women.

"So while we can't achieve equal pay for everyone overnight, we hope that a win for one group of workers will



Equal Pay Amendment Act celebration with Nia Bartley (second from left) and Sue O'Shea (fourth from left)

be seen as a win for all, with each settlement paving the way for the next."

EQUAL PAY HOPES

Speaking at the Equal Pay Amendment Act celebration, PSA DHB administration delegate Nia Bartley spoke about the unequal pay rates in her female-dominated profession.

Nia says DHB admin workers play an integral role in delivering quality care to patients and looking after other staff members, but low pay makes it tough for them to properly care for themselves and their families.

"Our admin workers have suffered. Some have become numb to it all because being underpaid has been normalised," she says.

But Nia remains optimistic.

"The Government and our employers

have recognised a pay increase is needed. I have hope equal pay is on the horizon. We are all worth 100%."

GENDER PAY PRINCIPLES

Alongside the settlement of equal pay claims, the PSA is seeking to end systemic discrimination in work practices through the implementation of the Gender Pay Principles.

The principles were agreed by a tripartite working group of unions, business and government following a PSA legal claim of discrimination against the Public Service.

The set of guidance to implement the principles is now complete, following the publishing of guidance on remuneration, and career progression, breaks and leave.

"It's step by step guidance on good work practice to eliminate the gender pay gap. Each government

TWO TRACKS TO EQUALITY

Get on board the Worth 100% train...



...where no one is left behind

department has used this to develop their gender pay gap action plans," says PSA policy advisor Sue O'Shea.

While the guidance talks about gender discrimination, the principles will help eliminate all discrimination.

CHANGING CULTURES

The PSA and Te Kawa Mataaho have developed the guidance in collaboration with other members of the Gender Pay Principles Working Group.

While the Public Service is obliged to use the guidance, its hoped it will have a flow-on effect for other workers.

"We'd like it pushed out beyond the public service as another way to reduce inequalities across the board," Sue says.

"We are gradually seeing progress in closing the gender pay gap, but we are also wanting to change workplace cultures."

You can help us stay on track to deliver equal pay for all by becoming an equal pay advocate at psa.org.nz/equal-pay

Gender Pay Principles:

1. Freedom from bias and discrimination
 2. Transparency and accessibility
 3. Relationship between paid and unpaid work
 4. Sustainability
 5. Participation and Engagement
- Gender Pay Guidance to implement the principles covers:
- Flexible work by default
 - Ensuring gender is not a factor in starting salaries
 - Ensuring gender is not a factor for same or similar roles
 - Recruitment
 - Career progression, breaks and leave
 - Remuneration

The guidance is available here: www.publicservice.govt.nz/our-work/the-gender-pay-gap-and-pay-equity

Rebuilding a Spirit of Universalism

Thanks to all our members who supported the PSA's Aotearoa Wellbeing Commitment during the election campaign. We'll be continuing this campaign for a commitment to universal basic services.

Here's why writer and campaigner Max Harris believes universalism is so important.

The Covid-19 pandemic has been full of cries, the world over, that "we're all in this together". But so far the pandemic hasn't produced the turn towards greater collective solidarity that some anticipated.

In particular, the election campaign in New Zealand revealed a striking lack of commitment to universalism in the policy offerings of the major parties.

Labour committed to free trades training and the Greens proposed extending ACC to long-term sickness.

But Labour's free school meals policy focused on schools "with the highest disadvantage". National's 'First 1000 Days' policy proposed means-testing those with "additional need". No party backed a plan for free dental care for all.

It was up to the PSA to call for a collection of universal basic services through its Aotearoa Wellbeing Commitment campaign. It called for greater universality in healthcare, housing, education, income support, transport, and internet. FIRST union also reiterated its support for the extension of universal services.

A SIMPLE IDEA

Universal basic services is a simple idea. Services like healthcare or education should be publicly owned and delivered, comprehensive and free-at-the-point-of-use, and funded by general taxation.



It's the idea that underpins our health system, even if it is full of gaps. It involves raising the floor of our basic rights – expanding what we can expect from life. Examples include free public transport and free broadband.

It recognises that means-testing is costly and stigmatising. It reflects the political reality that more people will support the provision of a service if it is provided to everyone.

Universal social policy has had its problems in the past. It's often excluded migrants, or conflicted with

Te Tiriti o Waitangi. These lessons must be learned in the future.

INVESTING IN OUR FUTURE

A greater commitment to universalism will require not just political will. We also have to push back on the myth that the government needs to be cautious during the pandemic.

With relatively low government debt by international standards and low interest rates, now's the time for New Zealand to invest in services and infrastructure.

Privatisation and outsourcing has dented government. We need to rebuild its capacity, and extend government provision into new areas.

Tackling challenges like public housing, under-funded health services, and public transport could even pay for itself over time, as we wouldn't be spending so much to fix the consequences of under-investment, such as poverty, poor health, and environmental damage.

We also need a 21st century vision of political leadership in Aotearoa, with Crown kawanatanga in one sphere and tino rangatiratanga in another.

Building on the Aotearoa Wellbeing Commitment, and strengthening the call for universal basic services, will be crucial if we want to live up to rhetorical claims that "we're all in this together".

Unions Unite for Home Support

The wider union movement has thrown its support behind the They Deserve the Best Campaign for home support that gives dignity to our most vulnerable people.

The Council of Trade Unions is hosting the petition for the joint PSA, E tū, and Grey Power campaign on Together, the union movement's digital campaign platform.

We're seeking to send a strong message to the new Government about the urgent need to fix the home support system.

SIGN THE PETITION

CTU National Secretary Melissa Ansell-Bridges is encouraging everyone to sign to join the call for quality care for clients and decent jobs for home support workers.

"We could all be in the position to

need that support for ourselves or a family member," she says.



"To ensure quality of care, we also need to take care of the carers

through consistent funding, adequate breaks, and decent permanent work."

GIVE US A BREAK

PSA home support members around the country took time out for a Give Us A Break cuppa on the International Day for Decent Work on October 7.

They were raising awareness of the lack of paid rest breaks for many home support workers, and their demands for regular work hours and better payment for travel time.

Sign the petition at www.together.org.nz/theydeservethebest

CTU sees promising signs from new Government

The union movement is excited by indications the incoming Government will take action on their election commitments to working people.

SAFER SICK LEAVE

Legislation to double sick leave entitlements to 10 days is now expected to be introduced before Christmas.

Working people led by the CTU campaigned for the increase and Melissa says it's important it progresses quickly.

"The international situation shows we are not out of the woods with

Covid. We need to do everything we can to enable people to stay home when they are unwell."

PROMISING SIGNS

Melissa says Labour and the Greens are committed to introducing Fair Pay Agreements as soon as possible, although there will be more work to complete on the legislation.

Both Labour and the Greens have committed to improving protections for contractors.

"There are currently far too many people incorrectly engaged as contractors. In many cases the law defines these people as employees.

"We also need protections for genuine contractors so they can bargain collectively for better conditions."

Melissa says there are promising signs the new Government will meet its commitments to extend the Living Wage to all contractors in the public sector.

Progress is also expected on commitments to Make Work Safe.

"The rates of workplace accidents are still unacceptably high. A review of the Health and Safety at Work Act is long overdue, while addressing less visible issues like stress and workplace bullying is important."

Congratulations!

PSA members were among the winners in this year's Public Service Day Awards. We thank you for your outstanding efforts on behalf of your fellow New Zealanders during this most difficult year.

TE TOHU RATONGA TŪMATANUI, THE NEW ZEALAND PUBLIC SERVICE MEDAL:



Annie Aranui, Regional Commissioner – East Coast Region, Ministry of Social Development (MSD)

Annie has deep knowledge of her region and the needs of its people.

She draws on her tikanga to bring people and agencies together to improve the lives of whānau and community.



Shona Carr, Senior Solicitor, Ministry of Business, Innovation & Employment

Shona has been part of MBIE's legal team for 32 years, prosecuting countless health and safety matters and immigration offences.

These include cases of serious exploitation of vulnerable migrant workers, identity fraud cases that threatened the integrity of New Zealand's border, and the enforcement of minimum employment standards.



Keti Tipene, Case Manager, Kawakawa, MSD

Keti's knowledge of te ao Māori and tikanga has helped ensure the survival and revival of te reo Māori at Te Hiranga Tangata Work and Income.

This has been important for clients with limited or no English, who were unable to make their needs known.



Hugo Vitalis, Manager, Strategy and Innovation, Te Kawa Mataaho Public Service Commission

Hugo's free and frank advice is aimed at better outcomes for New Zealanders. He looks for innovative ways to encourage the public service to collaborate and deliver results.

Hugo leads by example, valuing people and supporting them to grow.

TE TOHU AMORANGI A TE KAWA MATAAHO, THE PUBLIC SERVICE COMMISSIONER'S COMMENDATION FOR FRONTLINE EXCELLENCE:



Sally Araipu, Case Manager - Waipukurau, MSD

Sally is the "Mrs Work and Income" of Waipukurau, building close relationships with organisations over 50 years of serving the public.

Her actions embody service, whether helping someone through a difficult employment transition or supporting local farmers in the recovery from severe flooding.



Jonathan Gillan, Supervisor – Search & Rescue, Department of Conservation

Jonathan selflessly navigates risky situations to rescue stranded tourists and missing trampers.

As the supervisor for the Aoraki/Mount Cook Search and Rescue Team (SAR), he recently used his specialist skill

in aerial detection to recover two missing trampers in the Kahurangi National Park.



Lynne Hinton, Office Administrator, MSD

Lynne has helped create a positive culture in MSD's Deputy Chief Executive's office for Service Delivery, the team that leads 6,500 employees providing frontline services to over a million New Zealanders.

Overcoming recent health concerns, Lynne continued to support her team, and during lockdown stepped up to process wage subsidy applications from home.



Pania Houkamau-Ngaheu, Kaiawhahaere Whare Ohotata, Te Manatū Whakahiato Ora, MSD

Kua 17 tau a Pania e tautoko ana i ngā tāngata i Te Whanganui-a-Tara. I waenganui pō, ka tae te rongo ki a Pania mō ngā whānau e moe ana i roto i te hau, i roto i ngā motokā, i raro hoki i ngā piriti. E kore ia mō te whakangohe, ka tohe tonu ia ki te rapu kāinga haumaruru, mahana hoki mō ngā whānau.

I te wā o te rāhui COVID-19, nā Pania anō kāore i kitea tētahi tangata kainga-kore i ngā tiriti o Te Whanganui-a-Tara.

Pania has been supporting people in Wellington for 17 years. In the middle of the night, Pania can get word of families sleeping rough. She never gives up and always finds a way to find whānau a safe and warm place to stay.

During lockdown, Pania was instrumental in achieving the goal of having no one homeless on the streets of Wellington.



Denise Jackson, Housing Advisor – Canterbury, MSD

Denise provided a blanket of support for families impacted by the Christchurch mosque attacks, including helping them access welfare payments and housing needs, and contacting family members around the world.

Supporting her clients is more than just a job for Denise. She has formed life-long friendships with many of the families.



Bella Perahurihori Tarawhiti, Front of House Coordinator Kaiārahi, Te Puna Mātauranga o Aotearoa, Te Tari Taiwhenua, National Library

Neke atu i te toru tekau tau a Bella e mahi ana hei kaiārahi i Te Puna Mātauranga o Aotearoa. Ahakoa ngā rā he tika kia warewaretia, pērā i te taenga mai o te Kingi o Tonga, kāore e rerekē ngā mana nui ki ngā tāngata katoa.

Mō Bella, ko te mea nui ko te whakarato i te tangata takitahi.

Bella has been a kaiārahi at the National Library for more than three decades. While there were unforgettable days, such as a visit from the King of Tonga, she insists high-profile guests are treated no differently from anyone else.

For Bella, delivering the service to the individual is the most important thing.



Jamie Quirk, Ranger – Biodiversity, DOC

Jamie is recognised as a conservation leader and is unique in his range of knowledge and expertise.

He is the East Coast's face for conservation, delivering the Department's message in the media. He has been a tireless defender of conservation through Resource Management Act processes and compliance work.



Yiqi Yan, Customer Service Officer, Inland Revenue

Terence understands the importance of helping customers 'get it right, right from the start'. He makes compliance simpler and easier by giving them advice and support.

As an essential worker during lockdown, he was available to help customers with a great can-do-attitude.



Bring on the Holidays!

After the most challenging of years, many of us are counting the days until we can take a well-deserved break.

The PSA can now offer members the opportunity to holiday in the adventure resort of the South. From December 11 we have two 3-bedroom units available in beautiful Queenstown.

The first with stunning views of Lake Wakatipu and a games room is available for \$170 per night, while the second smaller unit with views from the backyard is priced at \$140 per night.

The units are located in Fernhill, just a 5 minute drive to the centre of Queenstown, 20 minutes to Arrowtown, and 45 minutes to Glenorchy.

HIGH DEMAND FOR HOLIDAY HOMES

The new accommodation opens as most of our holiday homes are running at over 90 percent capacity between now and March. That's 10 percent higher than for the same period last year.

A brand new 3-bedroom house in Mangawhai Heads has been heavily booked since it opened last December and is proving a hit with members.

While some members have been concerned about travelling due to Covid-19, others have been snapping up the opportunity to travel around New Zealand.

HEALTH & SAFETY

The PSA holiday home team prides itself on looking after members, families, caretakers and communities.

We have prioritised health and safety during the pandemic and are following public health guidelines including thorough cleaning, the use of QR codes, and the provision of hand sanitiser, soap and disinfectant onsite.

Any cancellations due to changes in alert levels will be refunded in full.

RENOVATIONS

It's been a busy year for our team but we've continued our planned maintenance and upgrade of holiday homes.

The homes and apartments are self-funding with all maintenance and expenses paid for by income from the occupancy.

PHOTO COMPETITION

Last year's holiday home photo competition proved very popular with members so we're repeating it this Summer.

This year Noel Leemings is donating a UE Megaboom 3 for first prize, while 10 runners up will receive \$100 discounts on their next PSA Holiday Home booking.

So if you are holidaying at one of our homes between December 21 and January 31 get snapping to be in to win. The more fun and creative the better!

Conditions of Entry:

- the photos must be taken onsite at the homes or at a nearby tourist attraction
- entries close February 10 and winners will be contacted by February 15
- winning snaps will be published by PSA in the PSA News and *Working Life*



PSA healthcare plus grants for good

Christchurch kids and their bikes will benefit from a PSA HealthCarePlus Grant for Good.

Canterbury DHB Active Transport Health promoter Meg applied for the grant for the Aranui Bike Fixup.

The community project helps fix bicycles for students in the economically and transport disadvantaged area.

Students from nearby schools come with their bikes and learn how to repair them, or if they don't have a bike, they can repair a donated one.

Healthy kai is also provided for the kids who are often hungry after school.

PSA member Meg volunteers for the Aranui Bike Fixup, which has given away more than 100 bikes since its launch in August.

PSA HealthCarePlus provided \$4600 for bike parts and food for the project as part of its Grants for Good Programme.



Many PSA members are part of Healthcare Plus, the union-owned health insurance scheme.

This is the first year they've offered Grants for Good, which will now be offered annually.

Read more about HealthCarePlus Grants for Good at www.psa.org.nz/grants-for-good

We'll have more on another PSA Grants for Good recipient Skye Wehipeihana in *Working Life* next year.

“It’s an eye opener”

The two researchers delving into the findings of our Mana Wahine Treaty Claim survey shared their own experiences of discrimination with *Working Life*.

As she’s made her way through the halls of academia and the corridors of government agencies, Dr Catherine Love has sometimes been labelled a troublemaker.

“It’s a way to marginalise and trivialise us, particularly if we speak up about treaty perspectives” she says. “But I have a responsibility to advocate for other wāhine Māori.”

Nō Te Ati Awa, Taranaki, Ngāti Ruanui, Ngā Ruahinerangi, Dr Love is one of the researchers working on Te Rūnanga o Ngā Toa Āwhina’s Mana Wahine survey.

She and Dr Liz Gordon are compiling a report on the employment experiences of 919 wāhine Māori members of the PSA Rūnanga who responded to the survey.

The report will support our submission to the Waitangi Tribunal as part of our Mana Wahine treaty claim against injustices suffered by wāhine in the workplace.

LIVED EXPERIENCE

Dr Love’s credentials range from working on child and family protection issues for the Obama administration in Washington, to decades working with iwi, hāpori and rangatahi in Aotearoa to help them fulfil their potential.

Growing up on her papakāinga in Korokoro, Pito-one (Petone), she went on to help her whānau fight the cause of raupatu, became a



Dr Catherine Love

She went on to become an educationalist, a justice campaigner with a law degree, an Alliance Party MP in the 1990s, and a women’s pay researcher for unions.

It’s this combination of lived experience and impressive professional pedigree the pair bring to our Mana Wahine claim.

BRILLIANT WORK

“Both of our hearts are really in this, it’s a brilliant piece of work, an eye opener for the public service,” Dr Gordon says.

The survey asked wāhine Māori Rūnanga members about their education, experiences of bias and discrimination in the workplace, pay equity, working conditions, and adherence to Te Tiriti o Waitangi.

We’ll bring you more from the survey in a future issue, but the interim findings show our wāhine members facing significant challenges in all these areas historically and into the present day.



Dr Liz Gordon

treaty negotiator and a Māori land trustee.

That’s despite becoming a solo mother as a teenager, who worked blue collar jobs to help raise four children and 28 whāngai.

Dr Gordon says she was also “given hell” for being an outspoken feminist working in the field of women in education.

The wāhine Ingarihi left England for Aotearoa at the age of 16 after “running away from home with a bloke” and had a baby by the time she was 20.

HEARINGS BEGIN

The report is being finalised as Te Rūnanga looks ahead to the first Waitangi Tribunal hearing in the Mana Wahine Kaupapa Inquiry at the Turners Centre in Kerikeri on February 3-5. PSA members and the community are welcome to come and support the claimants.

Saving livelihoods

The Covid-19 pandemic is estimated to have claimed the equivalent of 235 million jobs across the Asia Pacific region.

In Bangladesh and Sri Lanka, the virus is threatening hundreds of thousands of jobs in the garment industries, but unions there are fighting to protect workers with support from UnionAID donors in New Zealand.

DEVASTATING IMPACT

In Bangladesh, the employment of about 30,000 garment workers has been illegally terminated, while some 200,000 workers have still not been compensated for completed work.

With no universal social security and few savings, the workers and their families are facing significant hardship.

Until the pandemic hit, the National Garment Workers Federation (NGWF) of Bangladesh, had been increasing union membership and strengthening collective organisation.

With UnionAID’s support over 50 delegates were trained and nearly 5,000 new members recruited last year.

DEFENDING WORKERS’ RIGHTS

Now the union needs help to fund its organisation, as revenue from membership fees has dried up.

With a return to pre-pandemic employment levels expected to take months or years, the sustainability of the union is at risk.

UnionAID will be supporting the union to retain its organisers so they



can respond to the needs of garment workers.

This includes challenging labour law violations and campaigning to push employers and the government to support workers.

SAVING JOBS IN SRI LANKA

In Sri Lanka, half a million garment workers are facing job losses and health risks due to Covid-19.

The risk of virus transmission is high in their cramped workplaces, while global demand for garments has fallen.

But the Free Trade Zones Union (FTZ&GSEU) in Sri Lanka has so far led a successful campaign to safeguard both jobs and health.

The union has played a key role in negotiating a tripartite agreement for factories.

This has enabled all staff to be retained through a rotation system allowing physical distancing. Workers are guaranteed no less than 50-75% of their standard hours and pay.

can respond to the needs of garment workers.

But making sure factories implement the agreement is a huge task. Already 400 redundancies are threatened at a factory supplying major brands.

The crisis has hit the ability of members to fund their union. But the support of UnionAID means organisers can continue to make sure workers are paid, safe and their jobs are protected.

UnionAID is the New Zealand union movement’s international development charity.

The generosity of donors like the PSA enables it to respond to the urgent needs of unions in the region at a time when they are facing huge challenges and their resources are at risk.

Go to www.unionaid.org.nz/donate to help make a difference.

UnionAID is also supporting the Big Hearts campaign to increase NZ’s development aid in response to Covid. Go to www.bighearts.org.nz to sign the petition.

“There is a fear of being open about who we are”

The right to work is a fundamental human right - but people with diverse sexual orientation, gender identity or expression, or sex characteristics (SOGIESC) continue to experience discrimination in workplaces which can sometimes force them to leave.

Those are the findings of the Human Rights Commission’s PRISM Report, which is based on feedback from consultative community hui and research.

“Everyone deserves to feel comfortable in the workplace. It’s important for people’s health and mental wellbeing, and their income,” says report lead author Taine Polkinghorne.

“And yet the most common complaint received by the HRC on the ground of sexual orientation is related to discrimination in employment.”

SOGIESC people often conceal



Taine Polkinghorne

their identities or partners at work because of fear of discrimination.

“There is a fear of being open about who we are because of the stigma,” says Taine, who is also a PSA delegate and Out@PSA member.

UNREPORTED DISCRIMINATION

Taine says a lot of discrimination against rainbow people goes unreported, because people would have to out themselves to do so.

“It’s more common for people to leave their job. But what are organisations missing out on if

their staff get to the point where they can’t stand it anymore and just leave?”

Research shows while there have been some gains for people of diverse sexual orientations in the workplace, the pace of change has been much slower for those with diverse gender identities, gender expressions or sex characteristics.

“Everyone deserves to feel comfortable in the workplace.”

“Intersex people are subject to significant discrimination for having bodies that are more diverse than stereotypical definitions of male and female bodies. In the workplace, they need clear messages that an employer is welcoming of intersex people,” Taine says.

This includes respecting their confidentiality, and awareness that intersex status is about variations of sex characteristics, not gender identity or sexual orientation.

WORK BARRIERS

Trans and non-binary people face barriers in gaining employment if required to present documentation such as references or work histories which disclose their transgender status or previous names and pronouns.

They can also face difficulty obtaining identity documents, the reluctance of employers to accept their new gender, and vulnerability to bullying from colleagues.

Being frozen out of the formal economy can lead some to take on precarious work because they have few other options. The University of Waikato’s 2018 *Counting Ourselves* survey of trans and non-binary people found their 11% unemployment rate was twice that of the general population.

Out@PSA supports the PRISM report’s recommendations that employers be proactive in addressing these issues by:

- including references to non-discrimination in job advertisements
- recognising the self-determined gender of staff, and amending employee records
- supporting employees to use the bathroom or uniform of their choice
- developing anti-discrimination policies in consultation with rainbow communities
- offering ongoing workplace training for staff

Cross Agency Rainbow Network Conference

The second Cross Agency Rainbow Network (CARN) Conference will be held at Parliament Buildings from March 25-26 next year.

This is open to decision makers in senior leadership, organisational development and HR roles along with Rainbow whānau in the Public Service.

The conference kaupapa is “To equip public sector

decision makers with a better understanding of the experiences of our rainbow communities, to help drive sustainable actions that meet the needs of our communities and enhance our safety and wellbeing.”

Please go here to register your interest in attending:

www.auaha.co.nz/carn

PRISM Report cover art by Huriana Kopeke-Te Aho



Rostering for Wellbeing

Members at a mental health unit in Auckland are “stoked” about their new roster system.

For PSA delegate Anahira Dare it marks the end of an 18 year battle to bring back the 4+2 roster at Auckland DHB’s Buchanan Rehabilitation Centre.

“It feels surreal after all these years,” the registered nurse says.

“I’m pretty proud of myself. It’s actually nice to go to work now. People are happy.”

PLUS FOR HEALTH AND SAFETY

Anahira says nurses and rehabilitation workers at the inpatient mental health unit have sorely needed the four days on, two days off roster due to the challenging nature of their work.

“We have patients who are struggling to manage their illness. We build them up, give them the skills so they can get back into the community.”

She says working the old 5+1, 5+2 roster was exhausting.

“I would come home on my day off and just sit in my chair or sleep. Then you’d have to go to work again the next day.”

Anahira says the new roster allows more time for restoration.



Anahira Dare, Centre clinical team leader, Dianne Bartlett, and Aman Prasad

“It’s a big plus for health and safety,” PSA delegate and senior nurse Aman Prasad agrees.

PREDICTABILITY

Aman says other advantages of the roster include being able to plan activities outside of work, and a more predictable pay packet each fortnight.

“Our pay used to fluctuate so we had no idea how much we were getting paid. That made things like getting a home loan difficult.”

The new roster is expected to assist with staff recruitment and retention.

Aman says a former staff member has returned since the introduction of the new system, while a few others are interested in returning.

BEST MODEL

DHB Mental Health & Addictions Co-Director Tracy Silva Garay is delighted to have reached agreement with the PSA on the roster.

“It’s great for wellbeing, which is important to us,” she says.

“It gives Buchanan Centre staff certainty over when they’re working and time for recuperation. It’s also good for service-users and whānau so it’s the best model for everybody.”

Anahira Dare says it’s been a positive change. “We feel heard now. Thank you to the PSA for your ongoing support.”

New agreement for new ministry

The PSA celebrated an inaugural collective employment agreement with the new Ministry of Housing and Urban Development in October.

The Ministry was created in September 2018 to address the housing crisis in New Zealand.

Soon after its inception the

union was consulted regarding members transferring to the new ministry from MSD and MBIE, and bargaining for a new collective agreement was initiated.

The agreement includes a member-only development fund of \$10,000 per year, a 37.55 hour week, enhanced redundancy

for MBIE members and new employees covered by the Collective Agreement, and 10 days domestic violence leave with no proof required.

We thank lead PSA Delegate Toni Polkinghorne for her contribution to the negotiations (see photo of signing ceremony, p.28).

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Out Of Office

Writing a waiata fit for a Prime Minister might seem daunting.

But West Coast DHB music therapist Heather Fletcher rose to the challenge when her choir was asked to perform at the opening of Te Nīkau Hospital and Health Centre in Greymouth in September.

“We were given ten days notice and I thought we don’t really have something with a New Zealand theme to sing so I will have to write something.”

The PSA member conducted the performance of her song Te Nīkau at the opening.

She says it was a great honour for herself and the members of the Waiata Koha Community Choir.

“They had a fantastic time, it was the highlight of their singing careers to be able to perform for the Prime Minister.”

Heather is no stranger to composing, writing songs with clients and music to support therapy goals.

She works in areas including child development and mental health, adult neurological conditions, and dementia care.

“I love the variety. One moment I can be playing musical games with pre-schoolers and the next I’m singing songs from the 1940s with people with dementia.”



Heather says it’s an exciting time in music therapy, as advances in neurological research enable us to see what’s happening in the brain when people engage in musical activities. This is explaining why someone who has lost the ability to speak can still sing a song, for instance.

It is now known that when we listen to music, certain areas of the brain come online, including those that decode sound and language, process emotions, and plan movement.

Music therapists can harness this to help clients learn or re-learn skills that have been lost through brain injury.

“The beauty of music is that we don’t necessarily need words to communicate, which is especially useful when working with people who have communication difficulties.”

“Music is also a great motivator and makes therapy more fun – for the client and the therapist!”

As an Allied Health professional, Heather is part of a multi-disciplinary team that supports health goals.

She says while Allied Health professions require a high level of training and clinical skills, there has been a lack of recognition in the past.

But she says regular briefings provided by the Ministry of Health to Allied Health professionals during the Covid lockdown show that may be changing.

“It ensured we were all singing from the same song sheet.”

The PSA has an equal pay claim for DHB Allied, Public Health & Technical workers.

Nau mai ki tēnei Uiui Raumati. Welcome to this Summer Quiz

You decide the rules – especially about whether to use dictionaries, the web and other resources – you might need them!

- What is the Māori term for ‘revitalisation of the Māori language’?**
 - Te oranga reo Māori
 - Te ora-anō-tanga o te reo Māori
 - Te ohonga o te reo Māori
 - Te whakarauoratanga o te reo Māori
- Which word is used in the Māori Language Act 2016 for ‘New Zealand’?**
 - Aotearoa
 - Niu Tireni
 - Te Waka me te Ika me te punga a Māui
 - Nui Tireni
- What does the word ‘turuhunga’ mean?**
 - A chairperson
 - A tree in which birds gather during the season in which they are fat
 - A kitset chair
 - To be turned into a fairy
- Which word in Māori means both ‘wrinkled’ and ‘to laugh’?**
 - Katakata
 - Katangio
 - Ngingio
 - Pukukata
- What is the difference between a patero and a pihau?**
 - A patero is of greater volume than a pihau
 - Only men are able to pihau
 - A patero is a formal challenge while a pihau is informal
 - A bird will pihau first thing in the morning but not patero
- An old word for ‘but’, or ‘on the other hand’ or ‘rather’ was**
 - Ēngari
 - Engaringari
 - Engaringaringari
 - Pata
- In the 19th century, who would say ‘e te Pika’?**
 - A whaler who saw a whale spout
 - A follower of the Pīkapika religion
 - A Member of Parliament
 - Someone addressing a zookeeper or a bookkeeper
- Which is the formal, correct way of saying 333?**
 - E toru rau, toru tekau mā toru
 - Toru rau, toru tekau mā toru
 - He haurua 666
 - E toru rau, e toru tekau mā toru
- If your doctor said you had a ‘manawa kai tūtae’ would you take it as:**
 - Praise for your daring spirit
 - A diagnosis of serious heart disease
 - A traditional insult
 - An indication of a well-functioning digestive system
- What is the Māori term for ‘etcetera’?**
 - Te mea, te mea
 - Temea
 - Meamea
 - Etehetera
- In the first book attempting to describe the Māori language using English (1823), the word ‘dinghadingha’ is given as the Māori word for:**
 - Bell
 - Hand
 - Small row boat
 - Thing
- What is the correct spelling of the phrase used in Māori to express the English phrase ‘in a tick’ (very soon):**
 - ā kō tonu ake nei
 - ākō tonu ake nei
 - ā kō tonu āke nei
 - ā kō tonuake nei

Answers:

- d** Te whakarauoratanga o te reo Māori
- b** Niu Tireni
- b** A tree in which birds gather during the season when they are fat
- c** Ngingio
- a** A patero is of greater volume than a pihau
- b** Engaringari
- c** A Member of Parliament
- e** E toru rau, toru tekau mā toru BUT give yourself a point for (b) also because many good speakers say it that way!
- a** Praise for your daring spirit
- a** Te mea, te mea
- b** Hand: we now spell it ‘ringaringā’
- a** ā kō tonu ake nei

for more quiz questions and other fun ideas to continue your reo journey over the Summer go to www.reomaori.co.nz/diy-hub/ideas



Ministry of Housing and Urban Development
Collective Agreement Signing



Kapahaka at Hui Taumata



PSA mental health and addiction committee



Women's Network

Out@PSA ran a Pink Shirt Day competition in October asking members to create displays to promote the anti-bullying day



Auckland High Court morning tea pink shirt day



Pink Shirt Day morning tea, MBIE, Cashel Street, Christchurch



Pink Shirt Day winning entry from Infant, Child, Adolescent and Family
mental health service, Hutt Valley



Maddy from MBIE Christchurch office, Pink Shirt Day

DHB admin and clerical workers and their supporters have also been donning pink on Tuesdays in an effort to get their pay equity claim across the line.



PSA delegate Allan Franks showing off his earrings for Pink Tuesday



DHB admin Pink Tuesday, Ophthalmology, Auckland DHB




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Waitematā DHB CADS West Team taking part in Pink Tuesday



Manaaki House Auckland DHB

Retiring national secretary Glenn Barclay looks back on a time of growth and change at the helm of New Zealand's largest union.

I started at the PSA in 2003, initially in the policy team and then as national secretary for the last five years.

In that time, I have seen our union rebuild to a membership of 77,000 today.

In the 1980s our membership was strong with 70 to 80,000 members, but it plummeted to around half that following the restructuring of the state sector in the 1980s and the Employment Contract Act in 1991.

REMARKABLE RISE

By the time I started we were on the up again, with a particularly remarkable rise in membership in the last three years.

The committed work of our delegates and staff in making this happen has been impressive.

The pursuit of our strategic agenda has also contributed to growth, with the development of our four strategic goals in 2012 strengthening this.

STRATEGIC STRIDES

Under those goals we have made great strides, particularly in the area of equal pay. Through claims and legislative progress, we now have a path to genuinely achieve equal pay for all our members.

We are also focussed on closing the glaring pay gap wāhine Māori and Pasefika women endure, as can be seen by our Mana Wahine claim to the Waitangi Tribunal.

I take considerable pride in the support I gave to Te Rūnanga o Ngā Toa Āwhina to develop its



“The committed work of our delegates and staff in making this happen has been impressive.”

mandate and accountability to Māori members, and enhance its status within the PSA.

NEW PUBLIC SERVICE

I have also been involved in the push to repeal the neo-liberal State Sector Act and replace it with something better.

We wanted legislation that would promote a joined up career public service and enhance the status of public servants.

I am really pleased a new Public Service Act passed in the year in which I retire.

It doesn't go as far as we would have liked but it opens up opportunities to push for common and consistent terms and conditions, while also recognising the importance of the Māori Crown relationship, and the

political rights of public servants.

COURAGE IN CRISIS

During my time at the PSA we have grappled with crises. Our members and staff in Christchurch have shown great courage in the face of earthquakes, the Ashburton shooting, and last year's terror attacks. We have done what we can to support them.

And now this year we have Covid-19. Once again we have supported members during an extraordinary time and once again they have demonstrated their commitment and capability. It makes me incredibly proud.

My time at the PSA has been amazing, but I am looking forward to a different stage in my life. I wish you all the best for the challenges ahead. Kia kaha.



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