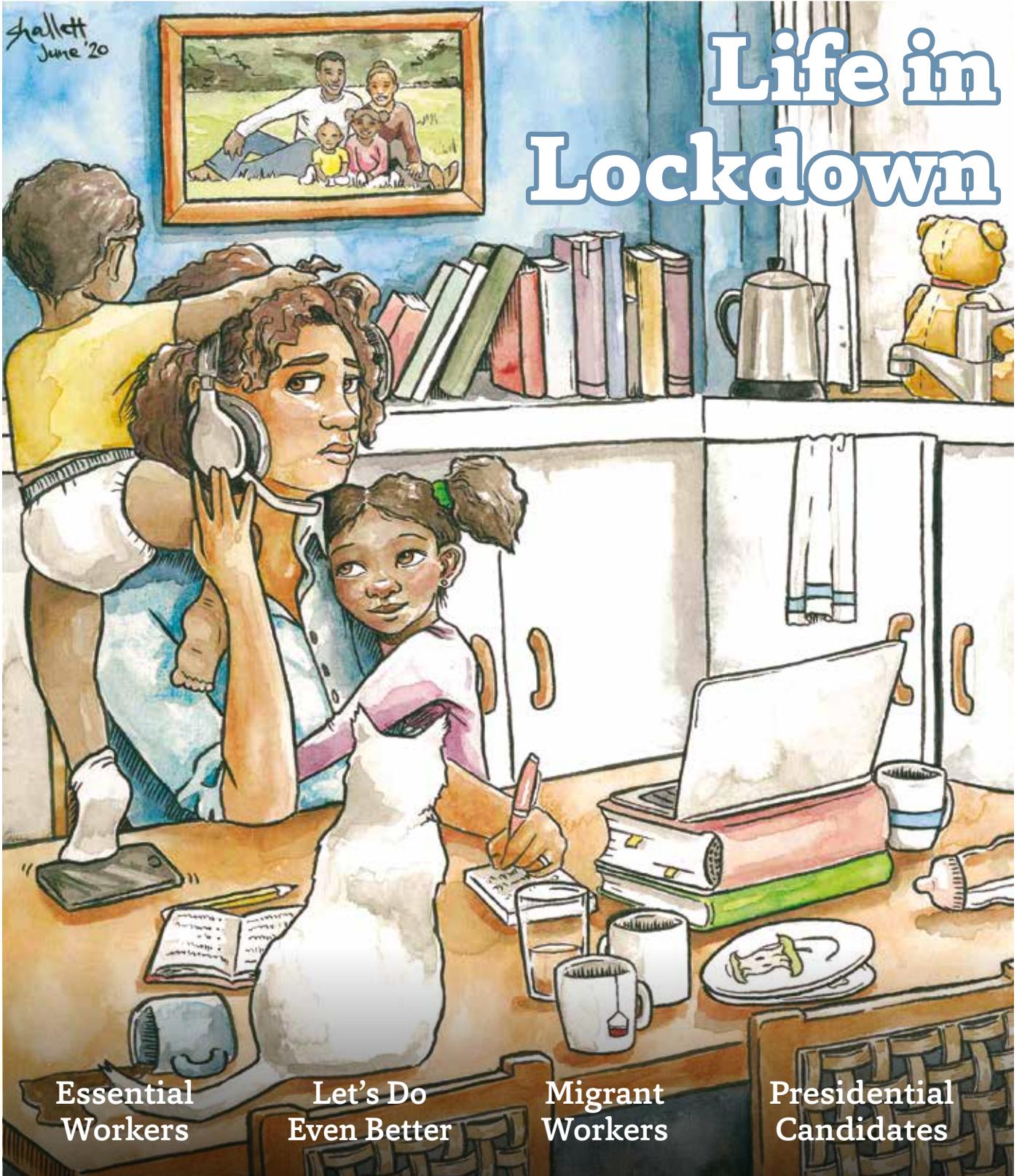


# Te Mahinga Ora

The PSA Journal July 2020



## Life in Lockdown

Essential Workers

Let's Do Even Better

Migrant Workers

Presidential Candidates

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The advertisement features a light blue background with a white cloud and a green grassy base. On the left, there is an illustration of a picnic table with a red and orange striped umbrella, a coffee cup, a water bottle, and some food. On the right, the PSA plus logo is displayed in red and blue. Below the logo, the text 'Member benefits' is written in a green, cursive font. Underneath this text are six green icons: a plus sign, a car, a dollar sign, a tire, a house, and a smiley face. Each icon is accompanied by a label: 'Health', 'Travel', 'Banking', 'Tyres', 'Insurance', and '& more!'. At the bottom of the advertisement, there are three pieces of contact information: 'psa.org.nz/psaplus', 'plus@psa.org.nz', and '0800 10 30 90'.

**PSA** plus

*Member benefits*

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# Working Life Te Mahinga Ora

THE PSA JOURNAL

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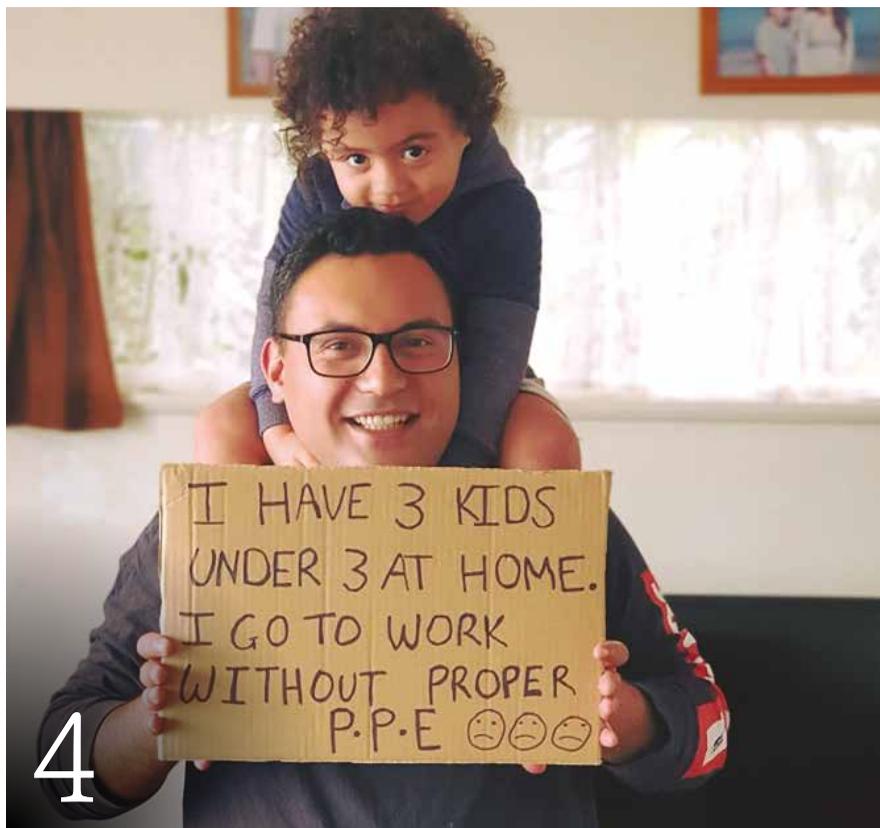
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On the cover

Working From Home illustration by PSA organiser Stevie Hallett



# Mā ngā huruhuru, ka rere te manu *It is the feathers that enable the bird to fly*

## TĒNĀ KOUTOU E TE WHĀNAU

It's hard to know where to begin when I look back on everything that has happened since my last President's Message!

The Covid-19 lockdown turned the personal and professional lives of so many of us upside down.

Our survey of members shows that 95% of you continued working, during that time either in essential services or working from home.

## REDEPLOYMENT

Like a number of workers, I was redeployed from my role as a health promoter at Regional Public Health Canterbury. Along with many of my colleagues, we were tasked with the daily monitoring of people who were confirmed Covid cases or contacts.

That involved calling people everyday, checking on their symptoms and welfare. During that time we developed real relationships with people who were often waiting for our call.

## STORIES OF SERVICE

Many of you were also called on to step up and adapt to an extremely challenging situation to help out your fellow New Zealanders.

In this journal we bring you just a few of the stories of our members' experiences over that extraordinary time.

I would like to thank all of our members and staff for your efforts, those of you who kept working and



those who stayed home and stayed safe. You have all helped to get us to Level 1!

## TIME TO REFLECT

The lockdown has also given many of us a time to reflect on what's important.

I am blown away by how whānau have enjoyed spending more time together, without always having to be rushing from place to place.

It's opened up the opportunity to have conversations about new more flexible ways of working, which we need to keep having.

## ELECTION 2020 CAMPAIGN

The lockdown has also shown how reliant we are on each other for wellbeing in our workplaces and communities.

That's why I'm pleased to see our PSA Let's Do Even BETTER election campaign calls for the Aotearoa Wellbeing Commitment, a collection of public services that will enable all New Zealanders to thrive. (Read more pg. 13)

That's also why we're starting a discussion with members about the New Normal, how we can rebuild and recover in a way that works for everyone. (Read more pg.12)

## PSA PRESIDENT CANDIDATES

Finally I would like to wish all the best to the candidates who are running to be the new PSA President at Congress in November. (Read about our candidates pg. 16-17)

It's great to see people are keen to contribute to the great mahi of our union.

**Kia haumarū, kia atawhai  
Janet Quigley, PSA President**

## PSA journal

In a communications survey last year members told us they wanted fewer paper copies of *Working Life* due to concerns about the environmental impact and waste.

We're responding to this by reducing

the copies we send to larger offices by 10% each issue this year.

We're also making the journal more accessible through an email newsletter and a refreshed webpage:

**[psa.org.nz/working-life](https://psa.org.nz/working-life)**

# The Story behind the Fight for PPE

It was “humbling” for PSA delegate Jacob Crown to see how everyone stood together to campaign for PPE for care and support workers during the Covid Crisis.

PSA delegates from home support companies across the country formed a group to campaign for personal protective equipment so they could safely support some of the most vulnerable people in our community.

They began to get traction by emailing MPs, while a PSA media campaign brought the issue into the national spotlight.

## INTENSE LOBBYING

By late March the campaign led the Director General of Health to extend the provision of PPE to care and support workers.

But Jacob says supply was still only coming in “drips and drabs”, with distribution varying from employer to employer and DHB to DHB.

“We had members being given four masks. That didn’t even last a day.”

Intense lobbying of DHBs, the Ministry of Health, MPs and employers continued – with delegates putting in extraordinary hours for their members.

“We had some delegates working 40 to 50 hours a week on this,” recalls Jacob.

“If the union hadn’t been pushing we would have nothing.”



Jacob Crown with Jacob Jnr

A PSA Facebook group helped connect everyone to the campaign, enabling instant communication between 800 members.

Through this group PSA members joined with support workers around the world to demand PPE in a Global Day of Action (see pics pg.28).

## LESSONS TO LEARN

Despite those efforts it wasn’t until early May that the Ministry of Health updated its guidelines to recommend home support workers wear masks.

By mid-May adequate supplies of masks finally began trickling through, but even then the fight

continued for hand towels and sanitiser.

Jacob says there was a “frustrating disconnect” between what the Ministry was saying and its understanding of a job, which requires workers to go from house to house to provide hands-on care.

“It feels like we are an invisible workforce, but this has highlighted the work we do. We are an essential service.”

PSA assistant national secretary Melissa Woolley says the PPE campaign is a stunning example of what can be achieved when workers come together with the support of their union.

## FRAGMENTED HEALTH SYSTEM

The lack of PPE for care and support workers and others in the health sector showed flaws in our health and disability system, which is currently fragmented between public and private providers.

As we head towards Election 2020, the PSA will seek a commitment to integrate the system and close the \$11 billion funding gap.

We also want a plan for decent jobs for home support workers with permanent, stable, well-paid work.



## What you did in the lockdown

In the last week of Alert Level 4, we asked PSA members about your lockdown experiences through an online survey.

Thanks to 16,352 members who shared their experiences with us.

Your responses show what an amazing contribution people in public and community services made to get us all through.

Of those who completed the survey, 69% worked in essential services, while 95% continued working through Level 4.

Of those of you who continued to work, just under two thirds worked from home. (Read more about working from home in lockdown and the future of flexible work p10-11).

The highest rates of not being able to work were in local government, 10%, and community support, 12%.

In local government this was partly due to the closure of libraries. In community support, a third of workers reported they could not

work because they were over 70 or immune compromised, or caring for another adult in their household.

Encouragingly 77% of respondents expressed satisfaction with their employers' support for their health and safety.

Those who did not get the support they needed were mainly concerned about the provision of protective equipment, or the adequacy of equipment and communication.

## PSA pay tool

We're building a PSA member-only pay tool so you can explore a massive pay database gathered from our first-ever whole of PSA pay survey last year.

More than 27,000 members shared their pay information in the survey.

The pay tool on our website will enable you to search pay rates by occupation and have this displayed by region, gender, ethnicity and other factors. We hope to add new data every year to keep you up-to-date.



The tool will give you the information you need to make decisions about your job and career, and tell you if you are being paid fairly.

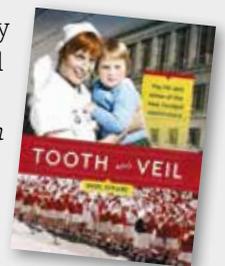
It will give members unprecedented pay transparency within the PSA's areas of coverage.

The Human Rights Commission is campaigning for pay transparency to end the gender pay gap.

As soon the pay tool is ready to go, we will let you know.

## Book Winners

Thanks to the many of you who entered our competition to win copies of *Tooth and Veil* by Noel O'Hare.



Anna Friedlander from Waipa District Council, Ruth Ferrari from Nelson Marlborough DHB, and Christchurch dental therapist Prue Davis were the lucky winners who told us Annette King was the former dental nurse and PSA delegate who went on to become a Labour MP.

## Event postponements

Two important PSA events have been postponed due to uncertainties created during the lockdown.

The PSA Congress will now be held on November 16-18.

It will bring together representatives from all sectors to set policy and direction, and elect a new PSA President. (Read about our candidates for President p.16-17).

The PSA Māori Congress, Hui Taumata will now be held on October 29-30. The hui is an opportunity to strengthen the voice of Māori within the union.



## Women's network conference

The PSA Women's Network is holding its biennial conference in Wellington on August 27-28.

There will be panel discussions featuring women leading the way in pay equity and smashing the ceiling across our union, the women's movement and the political sphere.

We'll also look at the challenges we face, and strategies we can use to advance equality for women.



PSA national secretary Erin Polaczuk and President Janet Quigley will be among the speakers.

Keynote speakers include Minister for Women Julie Anne Genter, PSA Mana Wahine claim lawyer Tania Te Whenua, Labour List MP Kiritapu Allan and Green List MP Jan Logie.

While the conference is fully subscribed, you can find out more about

the Women's Network at [psa.org.nz/womens-network](http://psa.org.nz/womens-network)

## Health & disability review

The PSA is particularly pleased a major review of the Health and Disability System has asked government to invest in more secure employment for community and home support workers.

Adequate funding must be allocated so front line workers can plan their lives and progress their careers.

The report calls for an end to the fragmentation that plagues the system, and notes the severe health inequities facing Māori.

We welcome the report's recognition of the role health workers and their unions can play to improve outcomes.

## Progressive Thinking webinars

We've invited some of New Zealand's most interesting thinkers to present webinars on Possible Futures for Public and Community Services.

In the lead up to the election, PSA members will be able to discuss what change is needed as we rebuild from the Covid crisis.

Look out for webinars on a Ministry of Works, Māori policy and delivery, the health system, the welfare state, social marketing and the State, Better Government, fresh water regulation and tax.

Or check out previous webinars at [psa.org.nz/progressivethinking](http://psa.org.nz/progressivethinking)

## PSA sanitiser

As our members returned to work we secured supplies of PSA sanitiser to help keep you safe in the workplace and beyond.

The sanitiser is being distributed via organisers and national delegates, but if you would like a few more for your office contact

[comms@psa.org.nz](mailto:comms@psa.org.nz)





# Stepping Up in a Crisis

Thousands of PSA members showed the value of what they do as they responded to a global pandemic by delivering essential services during the lockdown.

Among them was Simone Best who made a huge sacrifice to keep doing her job.

The community support worker cares for elderly people with dementia, stroke and other health issues.

“It is hands on, washing bodies, wiping bottoms, washing hair,” she says.



Simone Best

The COVID crisis presented her with the most difficult of decisions – how to protect her 14 year-old daughter from the virus while continuing to care for her people.

“I thought how am I going to keep her safe if I pick up the bug? So I made the decision for her to stay with my Mum.”

While missing her daughter, Simone was conscious she had become a support worker to give back to people in the community.

“It’s difficult for the elderly to understand why they don’t get to see any people. I am the only source of contact they have for the day.”

## PSA PRIDE

Simone and many other PSA members went the extra mile for their fellow New Zealanders during the lockdown.

“We’re so proud of our members for stepping up in this crisis,” says national secretary Glenn Barclay.

“Time and time again they’ve shown their dedication, adaptability and willingness to make personal sacrifices to help others.”

The PSA believes the efforts of our members during lockdown deserve recognition so we’ve gathered a few of their stories together in the multi-media Our People Matter campaign.

## IN THE LAB

Canterbury Medical Laboratories Scientist Sue Lloyd was another of our members to put the needs of others first during lockdown.

With 80% of diagnosis determined by lab testing, it was vital that Sue and her colleagues at Christchurch Hospital’s laboratory kept working.

*“We’re so proud of our members for stepping up in this crisis,” says national secretary Glenn Barclay.*



Sue Lloyd



Deanna Hemara



Adam Walker

The lab was split into two shifts, so if someone got Covid-19, one shift would go into isolation.

Sue said it was important to maintain a positive attitude, despite not being able to see her children, grandchildren or elderly parents.

“When you’re under stress you can panic and get upset, or you can have fun. So we have been enjoying our work bubble.”

Sue is grateful to New Zealanders who obeyed instructions to stay home.

“Look at other countries. Our health system could have been overloaded, but this has meant we can keep giving healthcare to those who need it.”

Sue says caring about patients is her main motivation for coming to work each day.

## ON THE HELPLINE

Labour Inspector Deanna Hemara’s day job is to help regulate employment laws to make sure workers are being treated fairly.

But during Covid-19 she elected to be redeployed to the all government helpline, answering queries about the

lockdown, the wage subsidy and other issues.

“We were getting a lot of employers who were desperate to maintain their businesses and employees.”

Now she’s back working as a Labour Inspector for the Ministry of Business, Innovation and Employment, Deanna is dealing with complaints about the wage subsidy and how it has been applied.

She says while the rules and processes were clear, some employers have been using the subsidy for unscrupulous reasons for which it was not designed.

Deanna says she hopes the crisis has given the public a greater awareness of the important role of public servants.

“It gave me a sense of accomplishment to see how the public service across the board scrambled and came together to get New Zealand through this crisis... Even if it’s just someone talking on the other end of the line.”

## AT THE BORDER

Quarantine officer Adam Walker

usually works to keep biosecurity threats out of New Zealand.

But for the past few months his work at Wellington Airport has been to battle something completely different – Covid-19.

“If passengers are ill or have been to certain at risk countries we’ve been directing them to public health officials at the airport,” Adam explains.

Away from the airport, Adam and other Biosecurity NZ quarantine officers were also responsible for verification of essential businesses that wanted to remain open during the lockdown.

“We were checking they had processes in place to protect employees and visitors to the sites.”

Adam says it’s a “beautiful feeling” to be helping on the frontline of the crisis.

“I feel like we are doing an effective and meaningful job. And this time we have the whole country fighting with us so we’ll win eventually.”

**View more stories from our essential workers at [ourpeoplematter.nz](http://ourpeoplematter.nz)**



# Life in Lockdown

Home became a workplace for thousands of PSA members during Level 4 lockdown.

Our online member survey showed almost two-thirds of the 95% of our members who kept working during lockdown, did so from their own homes.

But alongside work, many of you were also juggling the challenges of 24/7 parenting or other caring responsibilities.

## SOMETHING HAD TO GIVE

“It was really difficult because being at home with kids is a full time job. Teaching them is a full-time job,” says PSA member and mother of two Anna Milne-Tavendale.

For the historian at Te Arawhiti, the Office of Māori Crown Relations, something had to give - and that was traditional schooling.

“Making sure the girls felt happy and safe was the priority. I don’t think they lost anything out of doing that.”

Anna says she was fortunate to have supportive management.

“They responded well to an unprecedented situation. There was

no undue pressure on me to try to work the whole time. I was able to put me and my children first.”

Anna previously had a flexible arrangement working one day a week from home and is keen to work from home more often in the future.

She believes the better work life balance is beneficial for her and her daughters.

## A BIT OF GETTING USED TO

Working from home posed fewer complications for Taupō District Council worker and PSA member Heather Holt.

The mother of adult children worked at home during the day, while her husband, a nightshift worker slept.

Heather’s job includes managing housing units for elderly residents. During the lockdown she kept in regular contact with them. “I would call them to see if they needed support.”

Working from home took “a bit of getting used to” for Heather, as she is

used to bouncing off her co-workers. But her team kept in touch with daily video meetings.

“I was happy sitting at my dining table in the sun, working off my laptop.”

Heather says being able to work from home can be great when you need to focus, and her workplace is supportive of flexible work arrangements.

## A POSITIVE EXPERIENCE

In the beginning working from home felt “absolutely crazy” for Canterbury Māori Health promoter Aaron Hapuku.

At home with his partner, two daughters and a new born, it took a few weeks to settle into new routines.

“Our two older tamariki would run in and out of the room while I was on phone calls and zoom meetings.”

During lockdown Aaron was redeployed to help with daily monitoring calls of people in isolation and quarantine.



## A CHANCE TO REFLECT

### LOCKDOWN SURVEY

While our survey showed the stresses of juggling work, parenting, and other responsibilities during lockdown were hugely challenging for some, your responses were overwhelmingly positive.

Seven out of 10 of those who worked from home were satisfied or very satisfied with their ability to focus for long periods of time, and think creatively and innovatively.

Just under 9 out of 10 were satisfied or very satisfied with their ability to contact colleagues when necessary.

Only 27% believed working from home led to reduced cooperation between colleagues, or made it harder to be motivated.

PSA national secretary Kerry Davies says while working from home in a pandemic is a little different, hopefully more people now realise it is feasible and can make a huge difference for workers.

“The lockdown gave many of us a chance to reflect on what we need. We want the choice to work from home sometimes so we can get work done, reduce carbon emissions, support local

communities and make juggling work and family responsibilities just a bit easier.”

### FLEXIBLE WORK BY DEFAULT

While the Prime Minister advised public service workers to return to workplaces when we reached Level 1, she also acknowledged the separate process underway to refresh flexible work policies.

All public service agencies are aiming to offer flexible work by default by the end of the year. It is intended to be available for all roles unless there is a good “business” reason for it not to be.

“The PSA led the charge for flexible work by default. By making it a choice for all, men and women, it will become the new normal” says Kerry.

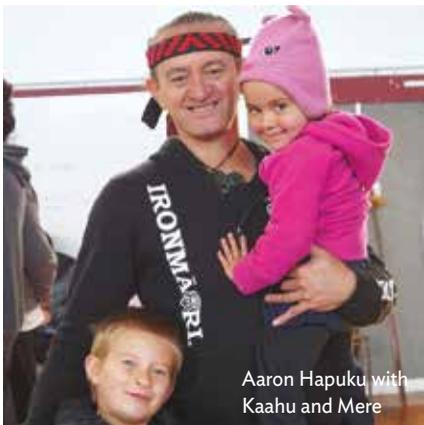
“It won’t be a hindrance to your pay or career progression as it has in the past, which will help close the gender pay gap.”

Flexible work by default is one of the goals of the Gender Pay Gap Action Plan agreed by Government, public service chief executives and the PSA.

Watch out for guidance soon at [ssc.govt.nz/our-work/the-gender-pay-gap-and-pay-equity/](https://www.ssc.govt.nz/our-work/the-gender-pay-gap-and-pay-equity/)



Anna Milne-Tavendale with Rome and Summer



Aaron Hapuku with Kaahu and Mere

“While I couldn’t engage kanohi ki te kanohi, it was nice to still be talking to people and helping them.”

Aaron was surprised by how productive he could be at home, and valued the time he saved by not having a two-hour daily commute. He says effective team leaders and email banter helped his team to keep in touch.

Aaron would like to continue working from home one day a week. He says the lockdown brought his family closer together.

“There are some routines such as family walks and shared kai that we will hold on to moving forward.”

# The New Normal

The Covid-19 pandemic will change our future in ways we cannot yet know.

PSA members care deeply for their families, communities and the country.

So we are inviting you to take part in a discussion about the future we want.

This discussion takes place at a time of economic uncertainty and the prospect of rising unemployment, but also a time when our public and community services have assumed a role of greater significance.

## NO TO BUSINESS AS USUAL

As we shift out of lockdown, some people say it's time to get back to business as usual.

But we believe Covid-19 has exposed how 'business is usual' is not working for many people.

It has exposed a failure to support and protect many of us.

It has shown gaps in our fragmented health and disability system.

The absence of cars on our roads has revealed how our busy lives were contributing to the environmental degradation of our beautiful country.

## THE NEW NORMAL

As PSA delegate Pania Love asks "How can they say "business as usual?"

Pania, a care and support worker, takes pride in union members who took "unbelievable risks" to care for their fellow New Zealanders in the pandemic.

She takes pride in a country where we put people first.

"We have witnessed neighbours, whole communities, local businesses, marae, iwi, whānau and total strangers stand together to help those in need. Vote New Normal," she says.

## BUILDING BLOCKS FOR CHANGE

The PSA believes our focus should be on people and their wellbeing – and is pleased the Government has continued to take that approach to the rebuild.

But we believe we can do even better. Let's bring about a New Normal through:

## An Aotearoa Wellbeing

**Commitment:** (see next page)

Let's commit to a collection of public services that will ensure all New Zealanders are cared for and can fully participate in our society

## Equal pay:

Let's help reduce inequality by settling equal pay claims and offering flexible work options for all

## A better working life for everyone:

Let's pay the living wage as a minimum to public and community service workers who served us so well through the pandemic

## An Integral Role for Unions in tripartite decision-making:

Let's strengthen the voice of workers

## HAVE YOUR SAY

We are taking this discussion to your PSA sector committees and networks. If you want to have your say contact: **Policy5@psa.org.nz**

We'll have more on our Building Blocks for Recovery and Change as we head towards Election 2020.

# A big idea for unprecedented times

The Covid crisis has shown us that when New Zealanders pull together we can achieve amazing things.

It also revealed that anyone can need help at any time, and that deep inequalities mean the most vulnerable are impacted the hardest.

It is clear as we rebuild from the pandemic, we have the opportunity to create an Aotearoa New Zealand that prioritises everyone's wellbeing.

## AOTEAROA WELLBEING COMMITMENT

This is why we are calling for the Aotearoa Wellbeing Commitment - a new way of making sure all New Zealanders are cared for, regardless of how much money is in our pockets.

This is a commitment to a collection of public services that allow all New Zealanders to live a happy and healthy life.

These include healthcare, education, housing, income support, public transport and internet - which form our essential social infrastructure.

These are services that we shouldn't have to pay for, but are invested in by governments to provide a wellbeing foundation for all New Zealanders.

By providing equality of access to essential services the government will be allowing everyone to do well.

Looking after the basic needs of each and every New Zealander in this way enables real options in life so everyone can fully participate in our society.



## Let's Do Even Better Election Campaign Launch

The PSA's Let's Do Even Better election campaign launch will be in Auckland on Thursday 23.

We will be inviting members to attend but also livestreaming so as many of you as possible can be part of the event. Look out for more details closer to the date.

## LET'S DO EVEN BETTER

During the election campaign we will be calling for politicians to work with us to rebuild better and introduce the Aotearoa Wellbeing Commitment.

Our Let's Do Even Better campaign will ask them to commit to wellbeing so New Zealanders can be better supported as we rebuild after Covid.

We need to get our message out but this will be difficult. We don't get any public money to promote our election campaign so we need members to raise awareness of the Aotearoa Wellbeing Commitment.

## WHAT YOU CAN DO TO HELP:

Talk with your friends about Let's Do Even Better and the Aotearoa Wellbeing Commitment

Make sure friends, family and whānau are enrolled and have a plan to vote

Send our campaign postcards to party leaders asking them to implement the Aotearoa Wellbeing Commitment.

And most importantly – share our social media posts at every opportunity

The Aotearoa Wellbeing Commitment is an idea whose time has come. Let's get our big idea out there and vote this election!



# From exploitation to empowerment

Within months of arriving in New Zealand, Mandeep Bela was being exploited by his employer.

No contract, no regular payday and unaware of his leave entitlements, it wasn't until Mandeep got a job in a supermarket that he realised what rights he had as an employee in New Zealand.

The supermarket was unionised and there were opportunities to improve working conditions for himself and his colleagues.

“Upon understanding the value of union in a workplace, I joined the union and later became a union delegate. After understanding my rights and the legislation, I had an opportunity to support others.”

Starting out as an organiser at FIRST Union and now at the PSA, Mandeep's focus is on advocating for migrant workers to protect their rights and welfare through the Union Network of Migrants (UNEMIG).

## UNION NETWORK OF MIGRANTS

UNEMIG was founded in 2012 by migrant workers for migrant workers who have their rights eroded or exploited by their employers.

There are thousands of migrant workers like Mandeep in New Zealand, who have been subjected to exploitation, through underpayment or withholding of wages, physical or verbal abuse, discrimination, or sexual exploitation.

Many are affected by the unfolding Covid-19 situation. There are migrant

workers, who normally live and work in New Zealand, who cannot return until border restrictions are lifted.

## MILAN'S STORY

Milan, 33, is currently on an open work visa with a permanent role as a business sales consultant.

He was visiting family in India when New Zealand's borders closed. For the first month of lockdown, Milan was able to work remotely, but is now taking unpaid leave in hope his job will be kept open for him.

However, even with a supportive

employer, Milan's future employment and visa hangs in the balance as he does not know when he will be able to return.

Whilst UNEMIG has played an instrumental role in advocating for Milan during the pandemic, it is not the first time he has received their support. Like Mandeep, Milan was exploited in his first place of work in New Zealand whilst on a student visa.

"My employer didn't pay my wages or let me know about my rights. I didn't have a contract."

Fortunately Milan was able to get the wages he was owed and some compensation. Through this process he learnt about his rights as an employee in New Zealand.

### SAM'S STORY

Sam (not her real name) was sponsored to stay in New Zealand by her employer. But when her skilled visa was approved, everything changed.

Sam was told by her employer that a condition of her visa was she would only be able to work for him and that she had to have sex with him. He used his position to control her.

As a migrant worker, unaware of her rights, and hoping to build a new life for herself in New Zealand, she went along with his plans, believing she had no other choice.

Sam often worked 7 days a week, and most of the time she worked 10 to 12 hour days. Sam found it difficult to get leave and when she fell sick, her employer gradually reduced her hours until there was no work left.

Fearful she would lose her visa, she relied on the advocacy of UNEMIG to get through.

Mandeep helped Sam to recover wages owed and compensation. She is now a restaurant manager and feels confident in knowing her rights and where to find support in the future.

Sam and Milan are grateful for the assistance of Mandeep and UNEMIG. "They really help us. Even without asking for money, they are there," Sam reflects.

### ADVOCACY AVAILABLE

Advocacy through UNEMIG is available to any union member and is included in your union membership.

While UNEMIG comes under the umbrella of FIRST Union, any migrant worker can access support.

Non-union members can join for \$2.70 per week.

Organisers who support workers through UNEMIG are of migrant background and understand the multitude of issues migrant workers face.

UNEMIG expresses sincere gratitude for the financial contribution the PSA has made to support its work.

You can get help at [unemig@firstunion.org.nz](mailto:unemig@firstunion.org.nz), **0800 863 477** or [www.unemig.org.nz](http://www.unemig.org.nz)

Other migrant worker networks are available for the Pasefika community, Fono; Filipino community, Migrantè; and through the Indian Workers Association.

Nā Ta'ase Vaoga

## COVID PETITION



During lockdown and the global pandemic, UNEMIG has been campaigning for migrant workers to be able to access welfare under s64 of the Social Security Act 2018.

Some migrant workers who have lost jobs have no source of income at all.

Without support they could be exploited by employers or fall into unlawful work situations to make ends meet. They may be unable to return home if borders in their home countries are still in lockdown.

You can sign the campaign petition at [www.shorturl.at/kJQS3](http://www.shorturl.at/kJQS3)



# Our candidates for PSA President

A new PSA president will be elected by attendees at the PSA Congress in Wellington on November 16-18. Here are the five candidates.



**Lusila Aiono-Tahaafe, Oranga Tamariki**

E ngā mana, tena koutou katoa & Warm Pasifika Greetings.

My name is Lusila Aiono-Tahaafe and I'm a Regional Learning Advisor for Oranga Tamariki, humbly seeking your nomination for President of the PSA.

If you're looking for a President who can effectively lead you through these unusual and constantly changing times – then look no further!

I'm a Māori/Pasifika woman, who has been a member of the PSA for 24 years, and who is not afraid to speak up and challenge organisational leadership and government if this leads to better outcomes for members.

I have worked across the sector committee areas and have extensive knowledge and experience with political process, governance policies and in appropriating funds wisely.

My goal is to evaluate and design a strategic approach to unite the five sector committees, review PSA policies and public spending cuts to ensure there's a vision that aligns to our new working life.



**Paul Black, Corrections**

As nominee for President, I believe I am well suited to this role and support and enhance the aims and objectives of the Public Service Association.

I have a strong union background and experience, working with and alongside groups and agencies at a high level.

My commitment to the Public Service Association is to enhance and support the goal of uniting members in working for better conditions of employment.

My goal will be to unite the membership as a whole to reinforce the principle that if one of our members is affected we are all affected, and to ensure all members get the best representation to improve and protect their working conditions.

I will uphold the strong values the Public Service Association has, and will work with the PSA to enhance our standing in the wider union movement, government and public sector



## Benedict Ferguson, Auckland Council

Kia ora te whānau o Te Pūkenga Here Tikanga Mahi

I want you to vote for me to be your next President.

If elected, I will:

- Elevate the voices of women, youth, Māori, and Pasifika
- Use our collective voice to speak truth to power
- Keep our focus on growing our strength
- Put the lived experiences of workers in the spotlight
- Use my experience as PSA Vice President to care for our staff and our future

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.

I have spent my working life serving the union movement: I have been a delegate for 16 years, PSA board member for eight years (four as Vice President).

I would be honoured if you used your power to elect me as our next President.



## Paula Davis, Justice

My interest in the role of PSA President is about leading unionism in a changing world.

Our work is already demanding, with rising inequality, technological changes, and the need for flexible work.

However, in a post-Covid-19 world, we will face more challenges. As we rebuild the national economy, there will be a push for austerity measures and public spending cuts.

Our PSA members will need strong leadership to counter this old thinking and promote a new vision for our community and public services. I have the passion, skills and experience to lead our union through the challenges ahead.

As a Public Service Sector Co-Convenor with 10 years' delegate experience, I've been learning about all the other sectors, by talking with members, delegates and organisers, about their concerns and struggles.

I want to connect with the delegates in all sectors about what we can do to help our PSA members everywhere



## Marshall Tangaroa, Corrections

Kia ora, Ko Marshall Tangaroa tāku ingoa.

I have been a loyal PSA union member for approximately 30 years, since joining the Justice Department as a Prison Officer in 1990.

I have been a National Delegate for the Department of Corrections for 16 years and am currently the Tuakana for Te Rūnanga o Ngā Toa Āwhina.

The past four years I have been a member of the PSA Executive Board and I'm proud to belong to a progressive and influential union which supports diversity.

We are in unprecedented times due to Covid-19, the next 12 months will be challenging times for the union but I am confident the union is in a great position to recover through these different times.

I know I have the skills, knowledge, experience and attributes to lead our union as President of Te Pūkenga Here Tikanga Mahi through this time of recovery.

# Mana Wahine goes to Parliament



Te Runanga o Ngā Toa Āwhina members spread the word about their Mana Wahine treaty claim when they met with some of Labour's Māori Caucus at Parliament in March.

MPs Louisa Wall, Adrian Ruwahe and Meka Whitiri were among those who heard about the PSA Runanga's claim highlighting disadvantages experienced by wāhine Māori in the workplace.

Te Rūnanga's claim is part of the Waitangi Tribunal's Mana Wahine Kaupapa Inquiry.

## JUDICIAL CONFERENCE

At a judicial conference in May, the Tribunal indicated it wants the Mana Wahine Inquiry to begin with contextual hearings later this year.

The PSA supports the Tribunal's intention to take a chronological approach to the inquiry, recognising the issues affecting wāhine Māori in employment involve both historical and contemporary breaches.

The Crown also expressed a desire to hold hui with claimants in parallel with the inquiry, on issues which are a priority for the Government, including inequity facing wāhine Māori in work.

The PSA is in the process of appointing a researcher to analyse the findings of our Mana Wahine survey, which asked our wāhine Māori members about their employment experiences.

## MĀORI DELEGATES ACKNOWLEDGED

Also during the hui with Labour Māori MPs at Parliament, MP Meka Whitiri acknowledged the submissions PSA Māori delegates present to select committees.

She has a responsibility for

encouraging Maori into leadership roles across all government agencies, DHBs, councils and the private sector. She emphasised the importance of nurturing the talents of our rangatahi because they are our future.

Meka said it was also important for Māori to be involved in designing core competencies for the recruitment and monitoring the performance of new public sector executives. The PSA is key to these developments and should be seeking these opportunities when they meet with the State Services Commissioner, chief executives and MPs.

She discussed developing a centralised approach for Māori recruitment, appointment and training.



“It was an opportunity to show them there is strength in the union, that it’s a way to get stuff done,” says IR Rūnanga convenor Walter Kupa.

The Rūnanga is seen as a key way of building Māori delegate strength at IR.

The hui at Koraunui Marae in Lower Hutt in March came at a time of great change at IR, with issues including restructuring, the use of contractors, and high workloads.

“This forum gives us the chance to share problems and think about solutions,” Walter says.

## DOING THE MAHI

Cody Wharerau from Hamilton has only been a delegate for six months, and had previously thought the union just dealt with workplace disputes.

But hearing the kōrero at the hui made him aware of how the PSA can lobby to make a difference on the big issues.

“I am beginning to see a place for myself to get involved and do the mahi.”

Cody said it was also valuable to have a Māori roopu which could discuss issues like the environment and the economy from a Māori perspective.

## EMPOWERING KŌRERO

Jess Hunt from Tauranga agrees the hui was eye-opening and empowering.

“It highlighted the role of Te Tiriti in the workplace, processes to protect Māori, the struggles of Māori across the whole public sector.”

Jess was employed as a Madison worker at IR, and is currently on a fixed term contract.

She says she has jumped on board the PSA’s legal challenge of IR’s hiring practices of Madison workers.

“It’s been divisive. It feels wrong that someone doing the exact same job was getting paid more than me.”

Jess says she would encourage other Madison workers to join the union.

## GAINS FOR MĀORI

Convenor Walter Kupa says recent gains for Māori members at IR include an allowance in the collective agreement in recognition of te reo and tikanga skills, and study leave to allow time off for te reo and tikanga classes.

“We’ve been after them to pay an allowance since the 80s. So that’s a hard fought victory.”

The reo Māori allowance and study leave are also available to all staff at IR.

The hui was a result of great collaboration between the PSA, the IR Rūnanga and the People and Culture team at IR, using the framework in the relationship agreement the PSA negotiated with IR in 2018.

# Hoea te Local Government Waka

A new Local Government Rūnanga held its first hui in March.

It's hoped it will help boost the number of Māori members, rūnanga delegates and Māori enterprise delegates in the local government sector.

Sector Māngai Kevin Thompson says they're keen to attract more Māori council workers to the PSA, while some who are already members have yet to identify as Māori.

"It may simply be they haven't ticked the box when they joined."

A team of sector māngai including Sally Simpson from Auckland Council, Joy Benioni from Tauranga City Council and Reremoana Sinclair from Gisborne District Council are working on a strategy to raise awareness amongst Māori about why they should get on board the waka.



## MANAAKITANGA MESSAGE

"Our message is particularly important at this time because of our Rūnanga's Ngā Kaupapa values like manaakitanga, caring for people," says Kevin.

"We need to be promoting that at the council table. Instead of talking about paycuts or see you later, we should be saying we value you, how can we keep you here."

Kevin helped get the Ngā Kaupapa values included in Christchurch City Council's collective agreement.

He says the Council is now looking at Ngā Kaupapa and Tiriti principles as a way forward for engaging with Māori more widely.

You can login to MyPSA to update your membership details at [psa.org.nz/login](https://psa.org.nz/login)



## Getting workers home safe and healthy

WorksafeReps is owned and operated by the Workers Education Trust, established by the PPTA, PSA, RMTU, NZNO, DWU and the NZCTU to provide education courses in health and safety at work.

To book a course, or for more information:

[www.worksafereps.co.nz](https://www.worksafereps.co.nz) | 0800 336 966

# Defend our community services and the people who make them possible

Thousands of PSA members work for local authorities around New Zealand.

They provide their fellow ratepayers with the best possible libraries, parks and swimming pools, civil defence, clean streets and safe buildings.

With income from sources such as parking, pools and airports drying up during lockdown, Covid-19 has reduced the revenue they have to provide those services.

## BUDGET OPTIONS

That's left councils all over the country trying to work out how to deal with the shortfall.

Councils are more restricted in their borrowing options and cannot rely on deficit spending to see out a crisis to the same extent as central government can.

However, they do have options. Most importantly they can recognise they don't have to deal with this challenge in one financial year – they can balance their budgets over several years to smooth the impact.

Most can also safely increase their debt levels and the Government is looking at ways to enable councils

to borrow more. The Office of the Auditor-General has advised it is comfortable with councils taking on more debt in the current circumstances.

Other options include raising rates or fees, selling assets, cutting spending or postponing planned projects and infrastructure maintenance. Most councils appear likely to deploy more than one of these approaches.

## DIFFICULT DECISIONS

Auckland Council, for example is facing a \$525 million budget hole. Staff earning over \$100,000 a year have been asked to take voluntary pay cuts. Hundreds of temporary and contractor workers have been let go, and staff vacancies are being left unfilled.

The Council is considering an Emergency Budget that could see lower than originally envisaged rates increases, which could impact on services. The PSA has put in a submission on the draft budget and is working with the Council with the goal of preserving jobs and services.

Invercargill City Council proposed pay cuts during the lockdown, until the PSA challenged them about it, but they are now proposing restructuring and redundancies.

## IMPORTANT DEBATE

This debate is important to understand. There are lobbyists promoting rates freezes and budget cuts without understanding the negative impact those would have on communities, and there are councils who might be tempted to go along with them.

Extra savings per household would be small, but the impact on council services and the low-income people who rely on them would be significant. Council expenditure on capital works and wages is also important to local economies.

With a number of councils considering rates freezes and budget cuts, all union members must be prepared to defend our community services and the people who make them possible.

# Building Better Together

As we emerge from the COVID crisis, *Working Life* asks Council of Trade Unions President Richard Wagstaff how we should rebuild for a brighter future

We want to emerge from COVID better than we went into it. There has been too much inequality and we have had too many people in precarious work. We also need safer sick leave standards for everyone.

We need to look more broadly at our economy, to build industries we need, and retire industries we don't. Economies that are doing well take a planned approach and put people first.

To ensure a Just Transition we want people to be supported through those changes, with the provision of social insurance and training for those who are made redundant.

It's easy politically to put everything back to what it was, but we need to be courageous.

**The CTU has been part of a Future of Work Forum with Government and Business NZ. What can you tell us about those talks and how COVID has affected the discussion?**

The tripartite forum was established 18 months ago to look at significant changes coming in the world

of work, due to climate change, technology, and globalisation. COVID has really accelerated the need to get our heads around that.

How do we transform New Zealand to a high skill, high wage, low carbon economy that produces good things for people – that meets social needs through social infrastructure and public services.

We also need an economy that has good work for people. Work should be a place for people to gain a sense of value and pride.

The Forum has jointly proposed industry training and transformation, and social insurance. There's been good dialogue, even if we don't agree on all the details.

**What's your view on the Government's economic response to COVID-19 so far?**

We welcome the Government's continued commitment to wellness and the scale of the \$50 billion recovery response. It needs to be massive.

We support investment in protecting jobs by extending the wage subsidy, and creating new opportunities for people through training and apprenticeships.

But we need to do more, including a social insurance model like ACC, where when you go off work sick you still receive 80 percent of your salary.

The benefit system is too tough. We must do more to ensure that those receiving benefits can live a decent life. We need to bring in the recommendations of the Welfare Expert Advisory Group.

It's time to break from a business-centred approach to involve a wider range of people, including unions, business and Māori, so we all have a say in where we are going and how we will get there.

To support the CTU campaign on sick leave go to <http://www.together.org.nz/safer-sick-leave>

# From Crisis to Recovery and Resilience

The challenges the world faces to rebuild from the Covid crisis have been laid bare by International Trade Union Confederation General Secretary Sharan Burrow.

Here are some highlights from the 5th Annual Peter Conway Memorial Lecture she delivered for UnionAID via Zoom in June.

We are living through the greatest act of global solidarity in our history as people have ceded civic freedoms and risked livelihoods to save lives.

But the consequences of this health crisis have become a social and economic crisis that will require the same solidarity.

The ILO says 300 million jobs are at risk. Of the estimated 2 billion informal workers, 1.6 billion are facing destitution.

In too many nations the social contract has been broken and the global institutions established to underpin rights, equality, inclusive growth and global stability have contributed to the crises the world now faces.

Massive inequality - income, race and gender - was already driving an age of anger with civil unrest and distrust in democracy.

With the destruction resulting from climate change, the risk to economies and societies was clear.

## LIVING ON THE EDGE

Working people and their families were already living on the edge before the impact of the pandemic that stopped the world - Covid19.

In an ITUC global poll a week before the crisis hit, 75% of people said



income had stagnated or fallen behind.

Almost 43% say their household income is falling behind the cost of living, 76% say the minimum wage is not enough for a decent life.

The world is poorer because we have allowed corporate greed to dominate our world.

## A NEW SOCIAL CONTRACT

Business as usual is not acceptable.

We must design a recovery that builds the social contract between government and societies with the foundations of resilience to withstand further shocks.

Universal social protection is the real floor for building resilience.

We're pleased unions around the world have made advances in the social contract as a result

of the crisis. Guarantees in wage support, income support, sick leave, protections for contract workers.

More now than ever unions are the antidote to the issues that plague us.

We can create jobs out of this, jobs repairing our ecosystems, investing in sustainable infrastructure.

If we've exposed anything in Covid-19 it's that investment in care is also fundamental. Health, childcare, education and aged care – if we don't have social protection and fundamental services why do we pay taxes?

**The lecture was presented by UnionAID in honour of Peter Conway, a trade union leader, economist, internationalist and a founding UnionAID trustee who sadly died in 2015.**

**You can support his legacy at [unionaid.org.nz/donate](https://unionaid.org.nz/donate)**



## Leading the way

If a meat inspector from Invercargill can become a PSA President then anybody can.

So says AssureQuality meat inspector Keith Gutsell who achieved just that through a lot of hard work and dedication to the cause.

Keith got involved in the union more than four decades ago after seeing inequality in the workplace.

“I was not afraid to step up and speak to the bosses, so I dipped my toe in the waters.”

Since then he has served as a delegate, national delegate, sector committee rep, vice president, and President from 2004 to 2008.

### FIGHTING PRIVATISATION

One of Keith’s biggest campaigns as a delegate was to fight off attempts by successive National governments to privatise meat inspection.

In the 1990s he organised a collection that saw meat inspectors donate \$30,000 to send PSA representatives to Europe and Washington to lobby politicians and officials to oppose the move.

The union argued it would lead to lower inspection standards for meat exports.

“Holding a collection was unheard of, but we stopped wholesale privatisation,” Keith recalls.



### NEGOTIATING TACTICS

Keith says it was an honour to be PSA President during the era of Helen Clark’s Government.

He remembers taking a tag team approach to discussions in tripartite forum with Government and employers.

“I could say things that the national secretaries couldn’t, things like if we don’t get decent pay increases and conditions, don’t be surprised to see people marching in the streets.”

He says you have to tailor negotiating tactics to match employers.

“Sometimes you have to be in their face, but other times a softly softly approach is better. Not all employers are mongrels.”

Keith is also proud of the Partnership for Quality agreement, which established a co-operative way of working between employers,

employees and Government.

The agreement remains in the AssureQuality Collective to this day.

### LOOKING BACK

As Keith retires from life as a meat inspector and PSA delegate, he can reflect on the role he has played in preserving terms and conditions for his workmates despite privatisation pressures.

When he was made a life member of the union in 2014, the PSA Journal noted he had been a ‘campaigner for workers’ rights all his working life’.

But Keith believes he has gained more than he has given during his life in the union movement.

“It’s given me the opportunity to meet Prime Ministers and other unionists around the world... I’d be meeting cabinet ministers one day and back on the chain the next – a great equaliser.”



## On the job

Rose Lee is not your stereotypical librarian.

For the past 45 years she has worked at the HB Williams Memorial Library in Gisborne.

But during that time she's also been a fierce competitor in the sporting world, representing Poverty Bay in basketball, working as an aerobics instructor into her 60s, and now competing in IronMāori.

Rose started out as a tea girl in the library before obtaining a job in the children's department, which included creating programmes and activities.

She later attained her librarian qualification and became an "allrounder", working in virtually every library department over the last four decades.

While she was initially attracted to working with children, Rose is now happy in Collections Services, where she is excited to see the new books coming in.

Rose is of Ngāti Porou, Te Aitanga a Mahaki and Te Whanau a Kai descent.

She enjoys being part of a team of Māori and Pākeha library staff, and is proud of the library's valuable Māori collection, which is well-used



by the people of Te Tairāwhiti.

Rose feels emotional when she thinks about the changes she's seen over the years, including moving from the old library card catalogue system to new digital systems, and the opening of a new library extension in 2018.

The library has been a huge part of her life, but sport has been another lifelong passion.

In 2010 her gym, Taha Fitness won a National Club Championship up

against big town Les Mills gyms from all over New Zealand.

Now she's turned her competitive spirit to winning a team tile in IronMāori, after missing out on a title by five seconds a few years ago.

"If you keep healthy and fit you are able to cope with other challenges," the 62 year-old says.

One recent challenge for Rose came when she volunteered to be redeployed to the phone lines during the lockdown.

She was one of 70 council staff involved in Operation Manaaki, ringing 7000 elderly residents to check on their welfare.

"Every call I made, people were grateful. They are glad someone cares. It's been fulfilling."

Rose has been a PSA delegate for almost two decades and is on the Gisborne District Council delegate committee.

She says it's been a great experience that's included giving presentations about the protections unions can provide, representing members at the negotiating table and supporting them in employment disputes.



# Climate Talk

Nā Sophie Handford

As we grapple with the upheaval caused by Covid-19, I see people asking whether now is the right time to talk about climate change.

That's a tough one for me. My home has the Tasman Sea for a front yard, a beach as my playground, and I have spent a good part of my life already watching it change irreparably.

This is also very real for the Kāpiti Coast District Council. We represent a low-lying coastal community. Many of the people who put me here will bear the brunt of more severe weather events and rising sea-levels.

So adaptation is a massive part of this mahi – making sure communities can deal with these challenges when they inevitably come. That means we have to discuss defences such as sea walls, we have to build infrastructure in different ways.

We need to make some serious shifts in the way we operate and the things we value - from profit to people and the planet.

We know we need to limit temperature rise to no more than 1.5 degrees if we are to avoid the irreversible impacts of catastrophic climate change, and we know we don't have much time.

I am clear on where we need to get to, which means my energy is focused on the journey.



We have to take people with us, to make sure disadvantaged groups are not disproportionately affected as we adapt to climate change. We have to make sure the transition is fair as we reorient our communities and our work.

When we are considering the economic cost of purchases or decisions, we should be considering the societal and environmental cost as well. In fact we must - without a liveable climate we won't have an economy.

For councillors like me this means connecting our work to an overarching purpose of protecting our environment; including climate friendly public transport, community resilience for living locally and infrastructure to support the rollout of electric or hydrogen vehicles.

What people have realised during

lockdown is what a life closer to home could look like. I have talked to so many people plagued by the daily commute into the CBD from the Coast – and guess what?

We don't need to do it. We can commute less, consume less, and come away with more. We can change our habits and build stronger local communities to better safeguard our local environments.

**Read more of Sophie's chapter: 'Reimagining New Zealand's Zero Carbon Future' in our Progressive Thinking: Ten Possible Futures for Public & Community Services series at [psa.org.nz/progressivethinking](https://psa.org.nz/progressivethinking)**

**Sophie Handford is a Kāpiti Coast District Councillor and Climate Activist.**

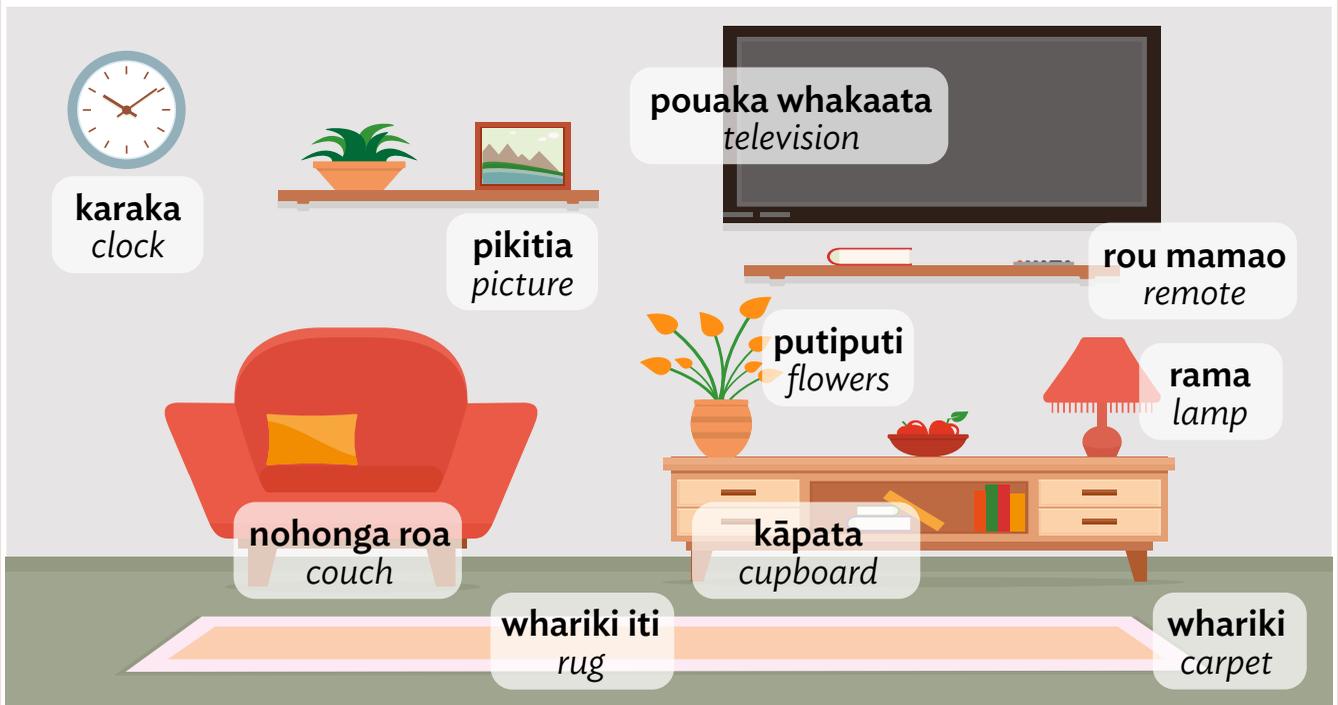


In this issue we bring you some handy kupu for your workplace – whether you're working in the office or at home.

### THE WORK STATION TE WĀHI MAHI



### THE LIVING ROOM TE RŪMA NONO



PSA care and support workers took part in an international labour movement Global Day of Action to demand personal protect equipment, pay and respect in April. Thanks to all our members who sent in photos to support our campaign.



CPS national co-convenor Pania Love



Tokoroa delegate Noeline Steiner.



Client Ian Roil

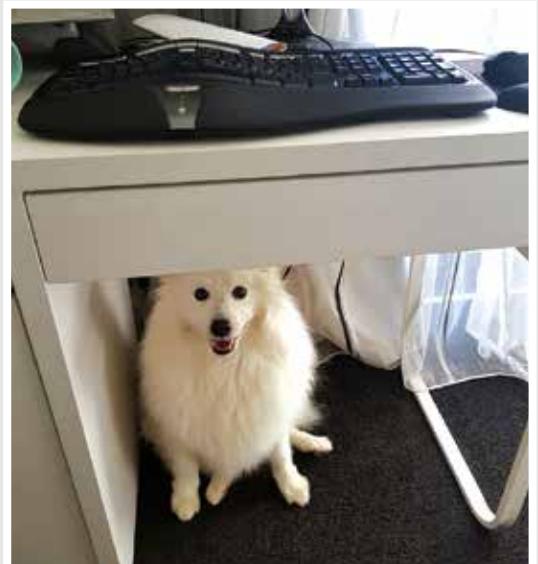
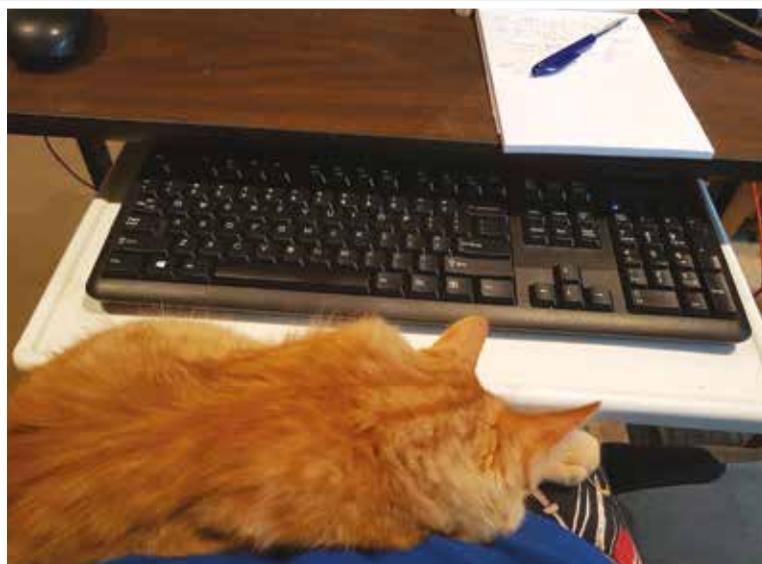
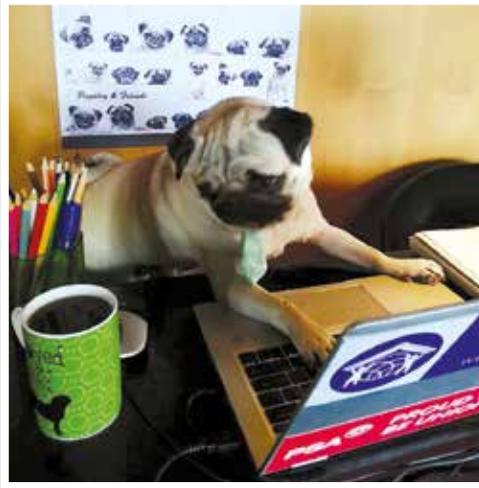
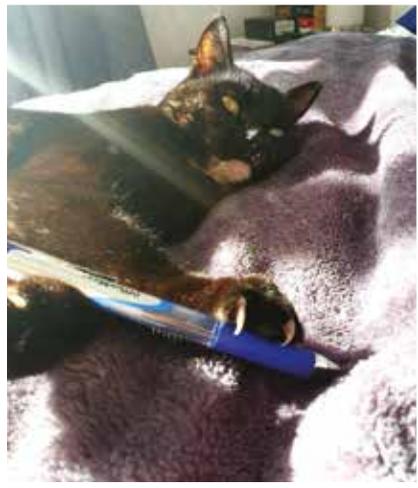


CPS member Theresa Harnett



CPS member Tessa Clement

PSA members showed some love for their pets during lockdown – proudly sending in photos of their new office buddies to our PSA Facebook page.



# Tax tools to rebuild a better New Zealand

nā Tax Justice Aotearoa

New Zealanders have made sacrifices, stayed home, and turned our lives upside down, in the ultimate team effort against Covid-19.

But many of us still need help, especially people who have lost jobs or income, or whose businesses are in trouble. We've also seen how badly stretched some of our core public services are.

In coming years New Zealand will need more revenue so we can rebuild with physical and social infrastructure that supports everyone.

It is not for Tax Justice Aotearoa (TJA) to say exactly how much more revenue is needed. That is for all New Zealanders to decide. But current funding is clearly inadequate.

In addition, the tax system should ensure the pain of the recovery is evenly spread. We should ask for a greater contribution from those who can most afford it.

TJA calls for three major changes so tax helps rebuild a more resilient and caring country:

## HIGHER RATE FOR HIGHER INCOMES

Currently people on \$700,000 pay the same top tax rate of 33% as people on \$70,000. That makes little sense. In Australia, they'd pay 45%; in Denmark, 56%.

TJA propose a new 50% tax rate on income over \$150,000. This would reduce inequality, fund public services better, and help share the load for the rebuild.

## NET WEALTH TAX

While most of us pay tax on every



dollar we earn, the wealthiest often pay little in tax, IRD research shows. The majority of the wealthiest people even manage to avoid paying the highest tax rate.

We could redress this with a simple net wealth tax on the very wealthiest New Zealanders – a low rate annual levy of 2% on net wealth held over \$2 million.

## OPEN TAX SYSTEM

The New Zealand public has a right to know who is paying what, when and how. That is the only way to ensure everyone is playing by the rules.

TJA propose improved disclosure and public access to tax-related information, and independent standards to make sure this information is comprehensive and accurate.

## A THRIVING SOCIETY

Together these tax changes would raise billions of dollars to rebuild a society where we and our children can thrive.

They will help rescue people whose jobs and businesses have been destroyed by the coronavirus pandemic.

Recovering from Covid-19 requires new thinking on tax policies, for the upcoming election and beyond.

Let's not waste our success in stopping the coronavirus. Let's make sure our people in government have the tools they need to rebuild New Zealand even better.

**The PSA is a member of Tax Justice Aotearoa, a network of people and organisations that seek greater transparency, equality and fairness in our tax system**

## A DIGITAL SERVICES TAX?

The PSA is also interested in the taxation of digital goods and/or services, usually referred to as a digital services tax.

The tax could raise revenue for recovery in a post-Covid world and focus on the global tech giants now making windfall profits, while other sectors and sources of tax revenue plummet.

It is an idea that is gaining popularity across the globe and over 30 jurisdictions have made changes in their current legislation to include a digital tax. Our Government has also looked at this and we would encourage it to reconsider the proposal.

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# Get more value from your PSA membership.

Your union exists to work on your behalf, with all PSA members eligible for additional benefits – through ‘member-only’ schemes that offer services and value beyond what the for-profit market will provide.

One of these is HealthCarePlus. Created by unions for members, it's a unique type of healthcare that maximises value for you – not profits. Our day-to-day plans bring genuine benefits through everyday life (not just when someone gets ill) and can leave a typical family better off by hundreds of dollars every year.

And once you're a member our value can extend to your family – and last not just for the rest of your PSA membership, but for the rest of your life.

So find out the difference that a few dollars a week\* could make for you – at [healthcareplus.org.nz](http://healthcareplus.org.nz)



\*Terms & Conditions apply



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