

Te Mahinga Ora

THE PSA JOURNAL MARCH 2019



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Working Life Te Mahinga Ora

THE PSA JOURNAL

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KIA ORA E TE WHĀNAU O TE PSA

Welcome to the first edition of *Working Life* for 2019 – a year in which the PSA will endeavour to build on the mahi which saw our membership surge to more than 70,000 last year.

In the wake of International Women's Day, this issue of the journal highlights the stand we have already been taking this year to address the pay gap and employment inequities experienced by women including our wāhine Māori and Pasefika.

I would like to acknowledge the bravery of our members who appeared before the Education and Workforce Select Committee in February to make the case for strengthening equal pay legislation.

Among them Judy Robb, who spoke of how the care and support workers pay equity settlement had made a "remarkable difference" by enabling her to work safer hours.

It's a story that typifies the feedback I've heard from many vulnerable workers in that sector.

For the PSA Women's Network, Nia Bartley and Jennifer Laulala urged the equal pay amendments be passed for the many Pasefika women who are underpaid and undervalued in female dominated roles. A feature story in this journal highlights their struggle to make ends meet due to the largest pay gap in the public sector.

Nancy McShane, Sheree Mason and Jeanette Wilkinson also gave a human face to the difficulties facing DHB administration workers.

Equal pay has long been a key goal



of the PSA, and we will continue to support those workers as they fight for pay rates that reflect the challenging nature of their jobs.

Also in this issue we celebrate an historic first for the PSA and Te Rūnanga o Ngā Toa Āwhina, the registration of the Mana Wahine claim with the Waitangi Tribunal.

The claim seeks to highlight employment inequities that have left generations of wāhine Māori chronically disadvantaged in the workplace.

This issue of *Working Life* also illustrates the huge range of issues your union is advocating for improvement on – fair pay agreements, workplace bullying, mental health workforce shortages, and tax reform - to name a few.

Let's also pay tribute to the hardworking delegates who have contributed to our growth in membership. I look forward to meeting as many of you as possible as you continue the good work this year.

I roto i te kotahitanga

Janet Quigley – President, PSA

“...we will continue to support workers as they fight for pay rates that reflect the challenging nature of their jobs.”



What a difference a pay equity settlement makes

DHB ADMINISTRATION WORKERS highlighted the importance of their equal pay claim before a parliamentary select committee in February, describing how it feels to be paid less than your true value.

The Education and Workforce Committee was hearing oral submissions on the Equal Pay Amendment Bill which aims to make it easier to make and resolve equal pay claims.

Canterbury Mental Health Service medical secretary Nancy McShane told the committee she and her colleagues work in a challenging environment, but it's not reflected in their wages "primarily because it is women who do the work".

"We've had staff choked, punched, one was threatened by a patient with an axe".

She said her costs had gone up, but her wages had not, and many of her colleagues earn less than the living wage.

"What does it say about us if we value those who care for us so poorly?"

Dunedin medical secretary Sheree Mason said she had been unable to save for retirement due to "demoralising low pay rates". She urged the bill be passed so salaries "reflect the work we do".

Her Dunedin colleague Jeanette Wilkinson said as a solo parent she had struggled financially her whole life.



"My story is not uncommon. We play a vital role in the smooth running of hospitals. Help to make ours and our families futures brighter."

In contrast support worker Judy Robb told the committee the 2017 care and support worker settlement had made a "remarkable difference".

“ We play a vital role in the smooth running of hospitals. Help to make ours and our families futures brighter.”

"Before I struggled, I worked over a 100 hours a fortnight," she said.

Judy almost lost her life in a car crash due to fatigue from overwork, but afterwards she had "no choice but to carry on working".

Following the pay settlement though, Judy was able to give up one of her two jobs.

"It's also made a huge difference to know my work is valued."

National Secretary Kerry Davies told the committee the PSA supports the enactment of pay equity principles into legislation.

She said the PSA had also used the principles to help reach settlements for Oranga Tamariki social workers and vocational support workers, and mental health and addiction workers.

"Those negotiations were challenging but productive. They're a good example of how negotiations between Government, employers, unions and workers can deliver."

The momentum for the DHB administration workers' equal pay claim is building with a petition supporting it now approaching 12,000 signatures. It's due to be presented to Government in early April, as the one year anniversary of the claim's submission approaches.

You can sign at

together.org.nz/heartofthehospital



PSA DNA CRIMESOLVERS WIN PM'S TOP SCIENCE PRIZE



The PM's Science Prize winning team from ESR with Minister Megan Woods and Jacinda Ardern

PSA members from the Institute of Environmental Science and Research have been honoured with the awarding of the Prime Minister's top Science Prize for the crime solving DNA software they designed.

The STRmix software has been used in 100,000 cases around the world to help identify criminals from samples containing DNA from multiple people, through a process called mixture matching.

The software has boosted New Zealand's DNA profiling success rate from 30 to 50 percent, and has taken usable DNA evidence in the US courts from 40 to 70 percent.

The 16 employees in the STRmix team at ESR are PSA members. The prize has earned the government agency \$500,000.

The software has been described by an international referee as "an amazing achievement that puts New Zealand at the forefront of forensic science worldwide".



PAID LEAVE FOR DOMESTIC VIOLENCE VICTIMS FROM APRIL

World-first legislation providing up to 10 days paid leave for people experiencing family violence comes into effect from April 1.

The Domestic Violence Victims' Protection Bill also enables easier access to flexible working and stronger anti-discrimination measures.

The PSA has campaigned for better workplace rights for domestic violence victims since 2011.



SCHOOL STRIKE 4 CLIMATE

The PSA and its Eco Network are applauding students for standing up for climate action by attending rallies around New Zealand on March 15.

PSA Eco Network organiser Susannah Bailey says school students have every right to call decision-makers to account by striking for a safe climate.

"We are one of a number of unions in Aotearoa who support a just transition for workers to a low emission economy," she says. "The message of Sweden's Greta Thunberg that 'grown-ups have failed us' has been resonating around the world and we at the PSA support young people taking strong action."



TOMORROW'S SCHOOL REVIEW

Have your say on the schools that educate our children by commenting on the Government's review of Tomorrow's Schools. An independent report for the review identified problems with our self-governing schools model, including a widening gap in educational outcomes, particularly for our most disadvantaged children. It has recommended changes to the role of boards of trustees, a Kaupapa Māori pathway, the establishment of regional hubs, and the disestablishment of NZQA and ERO.

The PSA is working with members in our education agencies to prepare a formal PSA submission on the report. Individual members can give feedback by attending consultation meetings, filling in an online survey or sending an email. For more information go to <https://conversation.education.govt.nz>



BREAKING NEWS: NORTHERN DHB ADMIN MECA SETTLEMENT!

The Terms of Settlement have been signed between employers and the PSA for the Northern DHB Administration Multi-Employer Collective Agreement (MECA). The proposed settlement is subject to ratification by PSA members and is recommended by the PSA. We will be holding members meetings and conducting a ratification vote in early April. Negotiations for other DHB MECAs are still ongoing.



LOCAL GOVERNMENT FUNDING SUBMISSION

The PSA is favouring greater partnership between local and central government to adequately fund local infrastructure and services, in preference to public-private partnerships. The recommendation is part of its submission to the Productivity Commission on local government funding and financing. The PSA also believes the cost pressures on local authorities of meeting living wage and equal pay obligations, and of climate change have been underestimated.



AUCKLAND COUNCIL AGREEMENT

Auckland Council's new collective agreement expands coverage to more members, and extends the travel hardship subsidy.

There is more support for employees affected by violence or abuse outside of work, an increase to the PSA member benefit to \$250 per annum, and the establishment of working parties on equal pay, gender equity, remuneration, and recognition.

Auckland Council has also reaffirmed its commitment to Te Tiriti o Waitangi, and to respond to the needs of Māori in Tāmaki Makaurau. It has agreed to foster a working environment that supports the aspirations of Māori staff.



ORANGA TAMARIKI RATIFICATION

PSA members successfully ratified the first collective agreement for Oranga Tamariki in January. It will see pay rises across the workforce including a 16-20% increase over 31 months for the lowest paid groups and 22-33% for supervisors. It also establishes a joint work programme to implement further significant steps

forward for members. The ratification came after a series of nationwide meetings held with members.



SOCIAL WORKER BILL PASSED

The PSA is proud to have pushed for new legislation that recognises the vital contribution of the social work profession to the well-being of whānau and communities. National Organiser Amy Ross says the passing of the Social Workers Registration Legislation Bill will “elevate the professionalism and accountability of the social work profession as well as ensuring it is viewed with respect”. She praised the adoption of amendments the PSA called for including protection for social work practice.



REVIEW REVEALS FENZ BULLYING

FENZ released a wide-ranging and confronting review in January which found bullying and harassment at all levels of the organisation. Fire and Emergency has accepted all of the report's 33 recommendations, which include the need to adopt a new set of values, Code of Behaviour, and the removal of barriers to reporting bullying and harassment. The PSA represents about 130 workers at FENZ who are primarily non-uniform staff.

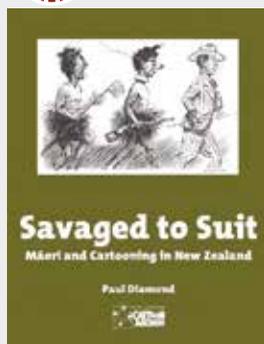


PSA BACKS FAIR PAY AGREEMENT RECOMMENDATIONS

The PSA urged the Government to enact legislation to implement the recommendations of the Fair Pay Agreement Working Group following their release in January. The agreements would set minimum standards to lift wages and conditions across an industry or occupation. PSA national secretary Glenn Barclay says the agreements will help ensure no workers are left behind in sharing the benefits of a more productive economy. Read more about FPAs on pg.13



CARTOONING BOOK COMPETITION



We're giving away four copies of PSA member Paul Diamond's book *Savaged to Suit: Māori and Cartooning in New Zealand*, which is featured on pg. 27 of *Working Life*. Just email

editor@psa.org.nz to tell us who was the MP that challenged two Al Nisbet cartoons in the High Court in 2017 and you'll be in to win.

Are we not worth more?



A pay gap of 31 percent between Pasefika women and Pākehā men in the Public Service has been revealed in the latest workforce data from the State Services Commission.

Even when compared to all public service workers the gap for Pasefika women was still 22 percent in 2018.

Working Life asks why there is such a significant gap, what the impact is on Pasefika women, and what the PSA and others are doing about it.

It was a powerful moment when PSA members Jennifer Laulala and Nia Bartley spoke to a select committee about life for thousands of Pasefika women struggling to make ends meet on salaries significantly lower than their counterparts in the Public Service.

Below is an edited transcript of their oral submission on the Equal Pay Amendment Bill.

Jennifer: Talofa, I am Jennifer Laulala, a recent Kiwi who migrated from Samoa with my family 12 years ago for a better life.

Nia: Malo ni, I am Nia Bartley, born and raised in Aotearoa-New Zealand, this land of milk & honey, fairness and equality? We implore that this bill is passed because women, especially Pasefika women, are ranking [lowest in earnings] compared to tangata whenua, Pākehā or Asian groups.

Jennifer: My current workplace, the Ministry of Justice has caused undue stress to my health and that of my colleagues. 95% are women. We have been undervalued and we're still fighting to be paid what we are worth.

Nia: I work in the health sector and see on a daily basis the despondent faces of female staff, who whilst knowing their pay is far from the greatest – it is a job – they should be grateful!

Jennifer: Many of our Pasefika women are the sole providers of their household.

Nia: Many work at least two jobs to make ends meet.

Jennifer: Many work overtime to earn that little bit extra to help feed the family, pay the bills, the rent and to meet other family and cultural

obligations. Many save up their annual leave to keep as a backup in case something happens.

Nia: Education has always been deemed as the pathway to a good job, the road to success. Too often educated Pasefika women are still paid less than their non-Pasefika colleagues.

Jennifer: Are we not worth more? Of

course we are. Low pay, poor working conditions and minimal career advancements have kept us back.

Nia: More decent opportunities for leadership positions are needed. Enough of the gatekeeping. At one of my previous workplaces the majority of senior positions were held by Pākehā. Pasefika people, especially women, were being overlooked.

Jennifer: We are tired of being kept at the bottom of the barrel. We do not want to just barely exist. We want to be able to live a life of enjoyment for ourselves and our families.

Nia: Please pass this bill so we can reclaim our 'mana' which has ebbed to the point where this gender pay gap has become normalised and it is wrong.

“Alarming” pay gap says EEO Commissioner

The pay gap for Pasefika women has been described as “alarming” by Equal Employment Opportunities Commissioner Saunoamaali’i Dr Karanina Sumeo. *Working Life* asked for her reaction to the SSC data.

Dr Sumeo: I was disappointed to see this pattern has been known about for years and the Government has not done something sooner. Whatever they’ve done, it hasn’t shifted the reality.

We know Pasefika women are dedicated, they’re loyal, we believe in service to our communities. And I felt upset our women are being exploited.

So why does this pay gap exist?

There are a number of women in admin roles, so I think the report is hinting it’s a matter of the roles they are getting into. But there’s no reason to think admin roles should be the cheap labour, they are key to actually running the Public Service.

And for me that’s not enough. It raises questions about who is doing the promoting, who is getting the opportunities?

It raises questions about what our leaders are doing to identify the different skills of our Pacific women,



because Pacific women don’t actually wave their hands and say pick me, but they are waiting for someone to spot us!

So what should be done to address the pay gap?

One of the things Pasefika women talk about is being given sideways opportunities - filling-in or having a go - but what we want is promotions up the ranks.

I would like to see higher salaries offered. One of my colleagues, she didn’t realise she wasn’t even at the bottom of the scale for a senior role she was in!

Our women go in trusting someone’s got a good measure of their value. So part of it is Pacific women doing research on the market value for their skills and then going for it. Humility sometimes gets in the way.

Does there need to be a change of attitude in looking at Pasefika women as potential leaders?

Yes, there is a traditional way of picking leaders – we use hierarchy, we use ranks, as opposed to leadership skills, the ability to lead others, to get a piece of work done.

It’s also due to unconscious bias, and we know enough now to just call

it out for what it is – it’s racism, it’s ageism, it’s sexism. It’s helpful to use those words because we cloud it by saying unconscious bias, as if there’s nothing we can do about it.

So what should be done to address that bias?

The recruitment process, for one; what lenses are recruitment firms, HR looking through when they’re screening CVs?

The interview process too, I remember one interview I sat in, there was a Māori woman talking about her community work. I totally got what she was talking about, but the other panellists got lost in her story. So maybe recruitment people have to be trained to listen, so they can capture the skills of our people.

We also need to encourage our women to translate their skills in a way that a western lens of recruitment can appreciate. Possibly Māori and Pacific staff networks can be supported to run programmes to help build the confidence of

members, not to be whakamā, to tell them they are worthy of promotion.

Definitely we also need to do work with senior management because ultimately they make those calls. I will be meeting with CEOs, asking what are they doing?

This Government has said pay equity is a priority issue – is it doing enough?

“They’ve signalled that, and they have a pay equity strategy, but I’m not sure how much input has come from Pacific women, so I don’t know enough to know if it’s going to work for Pacific women. We can’t have that one size-fits-all.

And what are the consequences of this pay gap for Pasefika women and their families?

We’re living on the poverty line, we have big families so every dollar counts. You know a five dollar pay rise may not be a lot to some people but it’s a bottle of milk, a loaf of bread to feed your kids. So we are

talking about basic things to enable them to live a life of dignity. It’s a violation of your basic rights. You’re doing the same job, but someone’s determined you’re worth less.

And for some of our women who are living in family violence, we know if they have the money they can perhaps find a stairway to a safer place. So it means a lot to our women.

Do you think a bias lingers towards Pasefika women, because a few generations ago many tended to go into lower paid jobs when they came to Aotearoa?

There is a perception that Pacific people still mainly fill those low level jobs. But we are now three or fourth generations in New Zealand and we are not people without skills, without qualifications. So I don’t accept that.

Our people have the same aspirations as everyone else to do good for their families, and to do good in their jobs.

WHAT IS THE PSA DOING?

Reducing the pay gap for Pasefika women in the Public Service is firmly on the radar of the PSA.

This is reflected in its efforts to strengthen equal pay law and achieve pay equity settlements in sectors with large numbers of Pasefika workers. Speaking in support of the Equal Pay Amendment Bill National Secretary Kerry Davies said urgent action is needed.

“Pay disparities are greater for Māori and Pasefika women. So any delays have a greater impact on them.”

The PSA’s Pasefika Network is also developing its own pay gap principles.

PSA Pasefika Organiser Stella Teariki says their aspiration is to help strengthen the PSA’s work on the gender pay gap.

“We want there to be more information for our organisers to have a reality check on what the principles would look like from a Pacific lens and the outcomes we would be seeking as a result of gender pay gap actions plans.”

Researcher Lisita Aloua is also investigating the Pasefika pay gap in core public service agencies as part of her Masters in Public Policy at Victoria University.

With the PSA policy team she is looking at how agencies including MSD, Oranga Tamariki and Corrections are implementing their EEO requirements for Pasefika workers.

We’ll have more on this mahi in future issues.

Milestone for Mana Wahine Waitangi Claim

Te Rūnanga o Ngā Toa Āwhina is celebrating the registration of its claim to address employment inequities suffered by wāhine Māori with the Waitangi Tribunal.

In an historic first for Te Rūnanga and the PSA, Georgina Kerr, Paula Davis, Llani Harding and William Newton lodged the claim to highlight breaches of Te Tiriti o Waitangi that have left generations of Māori women chronically disadvantaged.

Claim Wai 2864 will now be heard as part of the Tribunal's Mana Wahine Inquiry, one of a series of kaupapa inquiries into issues affecting Māori.

"It's a milestone for Te Rūnanga and the PSA. Now we must do the mahi to ensure the success of this claim," says Georgina Kerr.

The claimants allege the crown has breached treaty principles by failing to:

- provide an education system to adequately prepare wāhine Māori for meaningful employment
- eliminate bias and discrimination in the workplace
- recognise and give effect to the claimant's Tino Rangatiratanga
- integrate Te Tiriti o Waitangi in all actions and decision making
- review the state of their relationships with iwi, hapū and Māori organisations
- adequately provide for the

cultural, spiritual and social needs of wāhine Māori in the workplace

- adequately support those working in the healthcare system to deliver

Services Commission has found the pay gap between wāhine Maori and Pākehā men in the Public Service is 22%, while the difference between wāhine Māori and all public service workers is 12%.

But Georgina says the claim is about much more than just pay.

"The Crown through its policies, acts, omissions and legislation has treated many Māori employees as second class citizens. These failures have to stop."

PSA Kaiwhakarite Māori Marcia Puru says the claimants will gather for a hui in Palmerston North later in March to prepare for the claim.

"We're also keen to capture the stories of wāhine Māori who have been affected by these issues so their voices can be heard loud and clear."

Claim lawyer Tania Te Whenua says their research will also seek to quantify the nature and extent of the pay disparity for wāhine Māori.

National secretary Glenn Barclay says the PSA acknowledges this Government has made employment equity a priority and is open to dialogue with those representing wāhine Māori to address it.



PSA Kaiwhakarite Māori Marcia Puru and Claimant Georgina Kerr

whanaungatanga models of care and support through cultural awareness education and the development and monitoring of cultural competencies

- adequately address the pay gap for wāhine Māori through its roles as employer, funder/procurer and regulator of employers
- address significant inequities in employment, in particular with respect to pay

The latest data from the State



Resuming the conversation with government

The Government has signalled its willingness to work with the union movement to improve the lives of working people during the first Council of Trade Unions – Government Forum in over a decade.

HAMILTON WAS THE location for the first of a series of forums to be held across the country this year.

Council of Trade Unions President Richard Wagstaff welcomed Prime Minister Jacinda Ardern, and ministers including Grant Robertson, Chris Hipkins, Iain Lees-Galloway, David Clark, and Shane Jones.

“It really is impressive that you’re here. It means a lot to us because it shows that you respect us, that you want to hear what we’ve got to say,” Richard said.

The Prime Minister told around 200 union members, including a delegation of at least 30 from the PSA, that they “represent the voice

of working people” and it was a privilege to meet with them.

Ms Ardern said the forum was an opportunity to restart a tradition of dialogue with the union movement that began with Helen Clark’s Government.

She said her government’s agenda included building a productive and sustainable economy, and “growing and sharing our prosperity more evenly” through measures such as the working for families tax package, the cancellation of tax cuts, winter energy payments, minimum wage increases, fair pay agreements, and the current debate about the taxation system.

She said they’d also been focussing on upskilling the workforce and creating

decent well paid jobs, and pointed to the current low unemployment rate as evidence of that.

The Prime Minister acknowledged there has been “frustration in the education and health sectors” but said the government “shared the aspirations” of those working in those areas.

Delegates questioned ministers during workshops on the economy and the future of work, education, health, employment law, ACC, immigration, regional development, forestry and infrastructure.

A question and answer session covered issues ranging from capital gains tax, and the cost of housing in Waikato, to disputes facing regional

bus drivers and DHB administration workers.

Other unions represented at the forum included NZEI, NZNO, PPTA, E tū, First Union, and the Dairy Workers Union.

PSA organiser Chris Ollington said it was awesome to see a broad cross-

section of the union movement turn out to the event.

“I hope the politicians heard what we said and will take it away with them.”

Unions Waikato representative Maxine van Oosten said people were “delighted” to be able to talk with ministers.

“It felt like a genuine discussion with Government and that’s been missing for a long time”.

Future forums are scheduled for Palmerston North on July 3, Wellington on August 19, Dunedin on September 5, while dates in other centres are yet to be announced.

Righting the balance

Changes including restoring the right to rest and meal breaks, and limiting the use of 90-day trial periods represent the first step towards a desperately needed rebalancing of employment relations in Aotearoa.

While there’s been a hysterical reaction from business to the changes being introduced under the Employment Relations Amendment Act, they are not earth-shattering, but rather a return to the law we enjoyed in the 2000’s.

It’s about treating workers more fairly, treating them well as an investment, not a cost.

The changes also include giving union representatives the right to enter workplaces without consent, and extending protections against discrimination due to union membership.

Businesses are now also required to enter into multi-employer collective agreements, but they won’t have to settle if there are reasonable grounds not to do so.

So while the reforms are modest, PSA members will notice a more supportive environment for collective bargaining.

FAIR PAY AGREEMENTS

Another important step in righting



Richard Wagstaff

the balance is the release of the recommendations of the Fair Pay Agreement Working Group.

The agreements would set minimum standards to lift wages and conditions across a chosen industry or occupation.

The working group found fair pay agreements could be useful in industries where ‘competition is based on ever-decreasing labour costs, rather than on increased quality or productivity’

It concluded that more successful, higher wage countries already have mechanisms to coordinate industry standards for pay rates, training and development, and New Zealand needs to develop its own.

The Council of Trade Unions supports those findings - without fair pay agreements we have very little ability to lift New Zealand’s low wage industries.

FRAGMENTED INDUSTRIES

There are too many industries where collective bargaining and raising standards is proving too difficult to achieve in fragmented industries. This is especially true where there are many small employers, and large numbers of workers scattered in small workplaces. The care and support pay equity settlement showed how we can lift standards across an industry, while still allowing unions to operate with collective bargaining.

While the working group’s recommendations are encouraging, the preference of employer representatives on the group to make the FPAs voluntary is a complete nonsense that would undermine their purpose and operation.

And employers’ claims that fair pay agreements will lead to more strikes and disruption are scaremongering and misinformation. There has never been a suggestion that industrial action could be used in support of an FPA.

Nā CTU President Richard Wagstaff

A fairer way forward

Nā Bill Rosenberg,
CTU Policy Director and Economist and Tax Working Group member

Reactions to the Tax Working Group's proposal for taxing income from capital gains have ranged from the sublime to the ridiculous and from "it doesn't go nearly far enough" to "this is the end of the Kiwi way of life". They have exposed a class society where one group of people seemingly believe almost everyone owns at least one investment property and a bach (no wonder they didn't believe there is a housing crisis) while the experience of most is that buying even one house is increasingly unaffordable.

A crucial function of the tax system is to reduce inequality. Our system is unfair and ill-equipped to meet the needs New Zealand faces.

Gathering revenue is vital to run our public services, build schools, hospitals, and transport systems, help people when they lose jobs or suffer misfortune, and address poverty and inequality. It is increasingly important in responding to developments such as advancing technology and climate change which no individual can do on his or her own. Tax is the way we as a society share our resources to look after each other and our common needs.

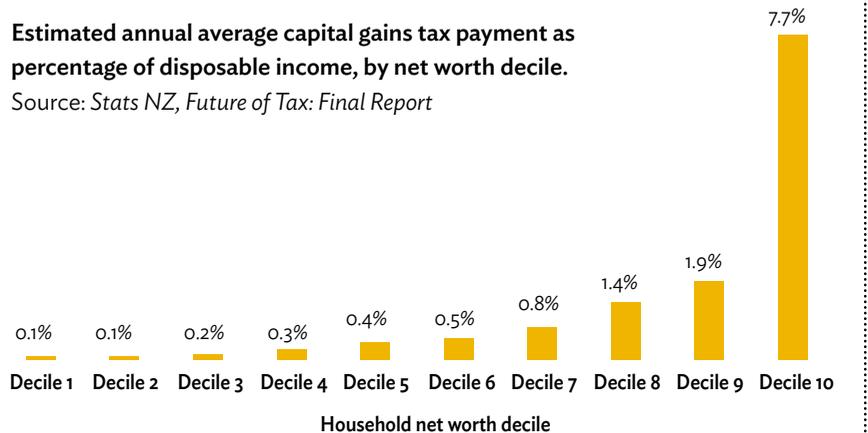
REDUCING INEQUALITY

Our tax system must change if it is to serve these needs. OECD data shows it is one of the weakest at reducing inequality, and so is our system of welfare benefits and family tax credits. Each has got steadily worse at reducing inequality since the 1990s according to MSD research.

Add in GST which taxes low income

Estimated annual average capital gains tax payment as percentage of disposable income, by net worth decile.

Source: Stats NZ, *Future of Tax: Final Report*



households at a steeper rate than high income households because those on low incomes can't save as much, and our tax system is barely progressive.

To fix our neglected health, education and housing, lift families out of poverty and look after our increasing older population we need more revenue, and most of that will need to come through tax. Wage earners are receiving a falling proportion of the nation's income, in part due to our wage setting system. If technology use intensifies, that proportion is likely to fall further as more income flows to the technology's owners – the owners

of capital. Taxing the income from capital gains will therefore become increasingly important.

TAXING CAPITAL GAINS

Much of the repair work needed on our tax and welfare system was outside the Tax Working Group's terms of reference, but one area of unfairness we could investigate was taxation of income from capital. New Zealand is unusual in the OECD in rarely taxing income that owners of assets receive as a result of their assets rising in price – capital gains.

The working group agreed with economists and tax experts: gains from rising asset prices are income just like dividends, interest, wages and salaries. Yet while \$50,000 earned from wages and salaries is taxed to the last cent, \$50,000 income received by reselling a rental property at a higher price is untaxed.

This is doubly unfair because income from capital gains is very unevenly distributed. Research for the Tax Working Group estimated 70 percent

of the assets whose capital gains it proposes be taxed (which exclude the family home) are owned by the wealthiest 10 percent of households. The bottom 70% have only 10% of those assets, and the lowest income 30% just 1 percent. This subsidy given to a particular type of income overwhelmingly benefits the wealthy. Most households would be virtually untouched by this tax.

It is probably even worse than that. Some of the wealthiest individuals avoid paying existing taxes by effectively converting income from their private companies into untaxed capital gains.

IMPROVING INVESTMENT

Tax on capital gains would also improve the quality of investment. We currently subsidise over-investment in assets like urban land whose capital gains provide a tax-free return but don't add to our productive capacity. This is a drag on productivity and encourages rocketing property prices. Most OECD countries tax income from capital gains and still have superior productivity performances to New Zealand.

Taxing income from capital gains would provide a modest but useful source of revenue for the government, which is currently facing huge needs in a long list of creaking and understaffed public services and infrastructure. Treasury estimates it would increase revenue by about 4 percent on average.

Almost every other OECD country taxes income from capital gains, and it is uncontroversial. As a Canadian professor told Radio New Zealand, we would be "joining the modern world, tax-wise."

Talking Tax with PSA Delegates



DEB HARDWICKE, LOCAL GOVT SECTOR REP

More money is going to be needed to deal with climate change. We need each other, we need resources to survive - for things like subsidising solar panels for low income people so they can live in a sustainable way, infrastructure for recharging stations for electric vehicles.

It's fair enough that people who earn more, give more. For too long we've been in the mindset that the more money you have, you're a better human.



AIDAN MURPHY,
CORRECTIONS
NATIONAL DELEGATE

I agree with what the Government says about investing money in dealing with domestic violence, psychological violence, and addiction within the community. I work in Corrections and I see the result of those issues. So if investing in that reduces the need for my profession, I'm ok with that.

I've dealt with capital gains tax in Ireland and I have no issue with it. If people are making a profit out of a second home, they should pay back into the system, profit isn't free money.



MANINDER SINGH, ACC DELEGATE

Capital gains tax is great, but it's not good for young families. My wife is working, I am working to get another house, we want to be living mortgage free. We are hardworking people.

It's a seed we are planting for future generations, we are planting it for my children.

The tax should be on more than two houses, or a person earning more than \$150,000, in a higher tax bracket.



BACK TO DELEGATE SCHOOL

So what does it take to be a good union delegate? *Working Life's* Jo O'Brien went along to a delegate education workshop to find out.

I FELT A little apprehensive as I gathered with a group of new delegates in a room on the sixth floor of PSA house in Wellington for a workshop on Building Positive Workplace Relationships.

Would we be quizzed on the recent amendments to the Employment Relations Act? Would we be expected to role play an industrial bargaining scenario? Would we have to stand up and do our pepeha?

Instead our trainer Joe Kelly instantly put us at ease, explained how he'd been awake all night with a teething toddler, and asked us to introduce ourselves.

Turns out we'd come from across the spectrum of the union, from MFAT to Fire and Emergency, Corrections to Radio New Zealand,

DHB board workers, court reporters, Parliamentary Services, and a couple of PSA staffers.

“But as we shared our goals for the training it emerged we shared a common purpose.”

We also came from a range of backgrounds and experiences. One delegate declared herself to be “union hard”, another was just there for a “refresher”, while most were relatively new to the role.

But as we shared our goals for the training it emerged we shared a common purpose.

- “To learn about being a delegate.”

- “To be more effective in the workplace.”
- “Te be able to support my workmates.”

Others had more specific goals like improving relations with management, learning how to be more diplomatic in the workplace, and getting leave provisions changed in their collective.

Across two days of training we learnt about the history of the union movement and the PSA, and the structure of our union.

We learnt about the importance of understanding our collective agreements and employment legislation that impacts on the everyday lives of workers.

We also discussed reasons why people don't join a union, how to go about recruitment, and issues delegates are often asked to help resolve.

Delegates come back for a third training day about six weeks later to share their experiences and learn

more about supporting staff involved in employment investigations.

We also learnt a lot from each other as we swapped stories from our workplaces. It gave us strength to know that while we may sometimes feel isolated we are part of a wider union whānau.

For any of our new delegates, or members considering being a delegate I would highly recommend this training.

Come be inspired and equipped to make a difference in your workplace.



THERESA FABRICIUS, MINISTRY OF HEALTH

"I've been a PSA member for 18 years and felt it was time to do my bit.

"The training was definitely valuable as a new delegate. The history was interesting and it was good to learn more about what unionism is, and what the PSA is.

"It was also helpful to go through what issues delegates have to deal with, and how to deal with relationship problems. If we can resolve that at the start, that's a good outcome."

BARRY INGRAM, PARLIAMENTARY SECURITY GUARD

"I enjoy my role as a security officer, there is good comradery amongst the staff, and generally supportive management.

"But I always try and advocate and support staff through issues at work and personally. I believe I can do that more effectively as a delegate.

"The training is a refresher for me as I have been a delegate previously. It's been very informative, getting a good understanding of collective agreements, and how it's important to access information for staff."

By the book



The PSA delegate education books are a vital part of delegate training workshops.

The Stage 1 workbook is currently being updated to encompass the achievement of the 2017 care and support workers pay equity settlement, and the milestone of surpassing 70,000 members.

A book is also being compiled for the advanced training workshops, which the PSA runs for delegates with a few years experience. It will become a valuable resource for training on the finer points of employment relations, negotiations and bargaining.

Action urged on mental health and addiction workforce crisis

PSA MENTAL HEALTH and addiction workers have almost unanimously agreed that workforce issues were not adequately addressed in a report on the Government inquiry into the sector.

That was the message from a series of forums organised by the PSA's Mental Health Committee in Auckland, Hamilton, Wellington, Nelson and Christchurch.

The forums gave more than 100 members the opportunity to discuss 40 recommendations in the Report of the Government Inquiry into Mental Health and Addiction, He Ara Oranga.

The recommendations included expanding access and choice, taking strong action on alcohol and drugs, preventing suicide, establishing a new mental health commission, transforming primary health care, strengthening the NGO sector, and reforming the Mental Health Act.

STAFF AT BREAKING POINT

A majority of members at the forums expressed concerns about short staffing, compromised staff safety, increasing rates of staff burnout and poor staff retention.

While the current target for mental

health and addiction services is to reach the 3% of the population with the most severe needs, He Ara Oranga proposes this target be extended to 20%.

Confronted with this recommendation, many members



expressed frustration that services were already at breaking point while barely reaching the top 3%. Without further resourcing, they considered the 20% target virtually impossible.

Members asserted that workforce issues need to be prioritised to enable them to expand their reach. This should include improving pay and conditions to make mental health and addiction services a desirable career option, increasing support to combat staff burnout, and better staff training.

REMOVING STIGMA

Education was also identified as a priority, with calls to introduce mental health and addiction education and resilience training in schools, promote public awareness, and encourage

public dialogue to remove the stigma that can be a disincentive to getting help.

Other key issues for members included the fragmentation of services, fostering support in the community, alternative treatment

options, and recognition of diversity.

The feedback from the forums, an electronic survey of members, and a Facebook discussion group were presented to the Ministry of

Health's Deputy Director General for Mental Health and Addiction, Robyn Shearer on February 22.

The PSA had been invited by the Ministry to prepare a response from its members to the report's recommendations.

While there was also support for the recommendations, the most powerful message from PSA members was that strong action is long overdue. Mental health and addiction services are reaching a point of crisis, and we need action now.

The Government is expected to respond to the report later this month.

The final response from the PSA to the Government can be found at www.psa.org.nz/mhairecommendations

Plea to protect protestors from surveillance

GREENPEACE DIRECTOR Russel Norman gave a fascinating glimpse into spying on his own organisation during a PSA lunchtime seminar last month.

He likened the “constant intrusive surveillance” of external security consultants, Thomson and Clark to the comedy duo, Laurel and Hardy, but said at the same time they were “serious and dangerous”.

“I would walk out of the office and a man would follow with a camera, taking photos. They were following volunteers and staff, compiling dossiers, conducting unlawful vehicle checks.”

Russel said the State Services Commission investigation which found Thomson and Clark had treated ‘issues motivated groups’ like Greenpeace as a security threat in its reporting to government



agencies was part of a bigger picture.

Throughout history, agitators including unionists, suffragists, Bastion Point, Nuclear Free, and Springbok Tour protestors had once seemed controversial, but they had brought about great social changes.

“It’s important to create a space where people can cause a bit of

trouble, to protect that space for non-violent activists” he said.

Russel also warned of the need to guard against what he described as a “pattern of regulatory capture”, where state agencies such as MBIE had become more concerned with protecting the interests of industries and companies, rather than maintaining appropriate checks and balances.

Repairing the harm from workplace bullying

WITH FRESH reports of bullying in organisations including Corrections, Oranga Tamariki, and Fire and Emergency NZ, a PSA seminar looking at a restorative approach to the issue attracted a great turnout in February.

“Conventional approaches look at who did it and how to punish them,” conflict resolution specialist Jon Everest said.

“Restorative approaches look at what happened, who was affected, and what can be done to repair harm.”

Jon says a conventional approach

tends to be adversarial, with professionals such as lawyers involved, and little voice given to the parties directly involved.

But he says this fails to look at the “culture of an organisation that drives behaviour”.

To do this all parties need to be invited to take responsibility, including colleagues and managers. “How might you have contributed, what could you have done differently.”

Jon says the person who has been harmed must agree to a restorative approach for it to go ahead. “We

don’t go in with a victim blaming approach.”

If face to face meetings are not possible, video conferencing, victim impact statements, or surrogate participation can be used.

“It’s a lot of work, not an easy fix. But restorative approaches can be transformational.”

The PSA is developing its own bullying toolkit. We’ll have more on that in a future issue.

You can view Russel and Jon’s seminars on the PSA Youtube channel.



Public servants on frontline of reo revitalisation

Public Servants have a key role to play in Te Maihi Kauraua, the Crown's Māori Language Strategy which was launched at Te Matatini in February.

The strategy says public sector workers are often on the frontline delivering services, and for the Crown to recognise the value of te reo Māori, the Crown and its staff need to 'speak' the language itself.

The approach being taken under the Maihi Karauna is for organisations to plan to support revitalisation within their own business needs and to meet the needs of clients and the public.

Te Taura Whiri i te reo Māori says frontline staff need to be supported every step of the way to take up initiatives around the Māori language.

Here the PSA Rūnanga shares its views on what needs to be done to achieve its ambitious targets:

Te Maihi Karauna has some challenging goals, like ensuring one million New Zealanders can speak at least basic te reo Māori by 2040. One focus group for the strategy is public

servants, as we engage face-to-face with the communities that we serve.

In September 2018, delegates representing Te Rūnanga o Ngā Toa Āwhina wrote a submission with some recommendations on how to enhance the Maihi Karauna. To prepare for our survey, Te Rūnanga surveyed Māori members about their experiences with te reo in the workplace. Our survey showed us a lot of work still needs to be done.

Repeatedly, our members told us many organisations have a tokenistic commitment to te reo Māori. Our members also said their workplaces perceived Māoritanga as a 'tick the box' exercise. In sum, our members do not feel that speaking Māori is valued as a skill by their organisation.

CROWN FUNDING NEEDED

While we broadly support the goals of the Maihi Karauna, our submission

noted that significant Crown funding would be required to support public servants to learn te reo Māori. We also said the PSA is committed to engaging and working with agencies and workplaces to develop and implement their te reo plans.

We want to see plans that are meaningful to our members, not just a 'tick the box' exercise. Our members want meaningful input in the plans. This means, our members want to co-design the plans from the beginning, implement them in our workplaces and then monitor them for success. Senior leaders need to lead and promote the Maihi Karauna so this mahi is given the mana it deserves.

The PSA will engage with Te Puni Kōkiri and Te Taura Whiri i te Reo Māori so we can ascertain what Maihi Karauna will mean for our members. We will report back on this issue in a future issue.



PSA members out in force at Te Matatini

PSA members were to the fore on stage and behind the scenes to help ensure the success of Te Matatini ki te Ao in Poneke last month.

Ngā Tūmanako from West Auckland emerged the winners after four days of intense competition between 46 kapa.

PSA members from core Māori language agencies such as Te Puni Kōkiri, Te Taura Whiri i te Reo Māori, Te Tāhuhu o te Mātauranga (Education), Te Tari Taiwhenua (Internal Affairs), Te Māngai Paho, Te Manatū Taonga (Culture and Heritage) and Whakaata Māori (Māori Television) were among those working at the festival to foster the links between kapa haka and their organisations' work to support Māori and te reo Māori.

Agencies as diverse as Conservation and Corrections were also represented.



PSA delegate and kapa haka participant Emily Wikingi from Te Taura Whiri i te Reo Māori (Māori Language Commission) says public service workers love the opportunity to connect with others in an atmosphere of enthusiasm for te reo Māori and tikanga Māori.

"There's enthusiasm from Māori, Pākehā and people from other

cultures. Kapa haka brings people together and provides opportunities to use and celebrate te reo Māori.

"It was great to see the Wellington City Council backing Te Matatini in a very visible way with banners, flags and even special crossing lights now known as 'haka lanterns'.

"Two years from now Te Matatini will be in Auckland. By then there will have been more progress made in implementing the Crown's Māori Language Strategy, the Maihi Karauna and its iwi equivalent strategy Te Maihi Māori.

"PSA members will hear a lot more about both in the years ahead – as Te Taura Whiri says 'Ahakoa iti, akona, kōrerotia!' Learn a little, use a little!"

‘The Māori seats allow our MPs to be more bolshy and plucky’

Nā PSA Rūnanga delegate Daniel Haines

Te Rūnanga members appeared before a select committee this month on behalf of hundreds of PSA members who supported our submission on entrenching the Māori seats.

There was 97% support for the Māori Seats Entrenchment Amendment Bill from more than 900 PSA members who responded to a survey on it.

The bill would change the law so both the Māori and general seats could only be removed through a 75 percent majority in Parliament. Currently the Māori seats can be abolished with a 51 percent vote.

Reasons given by PSA members for their support included the need for equity and fairness, voice and representation for Māori.

The seats are also an important tohu of our Treaty partnership between Pākehā and Māori.

Pākehā are too quick to treat Māori as a homogeneous and monocultural group.

We know we’re not, and the Māori seats guarantee our diverse interests are represented in the Big House.

The Māori seats also allow our Maori MPs to be bolshy and plucky with their Pākehā colleagues in promoting kaupapa Māori. They’re not cheating the interests of their electorates by doing so as they’re directly accountable to their Māori



Te Rūnanga members Kihware Mihaka, Daniel Haines, Georgina Kerr, Allan Franks and Marshall Tangaroa appearing before the Māori Affairs Select Committee

constituents. How we elect our MPs is as important as whom we elect.

We believe there is also a moral obligation to entrench the Māori seats. Historical circumstances mean we continue to lag behind our Tiriti partners in health, education, housing and employment. Through war, land alienation, and colonisation many Māori are now disconnected from their turangawaewae, without hope, and the tools we need to effectively navigate the world today.

We need a mechanism to get our voices around the table so decision makers have a direct connection to the communities they serve.

To ameliorate the historical mamae Māori have suffered, affirmative action, through the Māori seats, is important to ensure equitable political representation.

The PSA also believes in principle

that majority populations should not make decisions for minority populations.

As an indigenous minority, Māori should retain the right to determine how their interests are represented in government. Māori should decide the future of the Māori seats.



From one PSA to another

Towards the end of 2018 the PSA had an opportunity to meet with two senior employees from Australia's Public Service Association of New South Wales (PSA NSW) to swap notes about the state of our respective unions.

SIMILARITIES

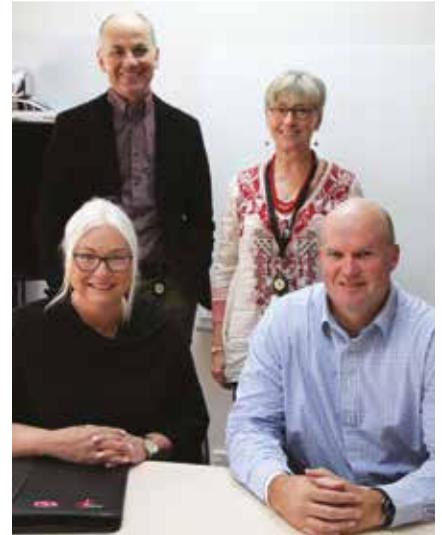
PSA NSW staffer Kym Ward found similar ground between the two unions in terms of being grouped around sectors and the emphasis both place on training delegates.

Many of the challenges facing members of PSA NSW will sound familiar to members of PSA here. For instance a recent public sector employee survey conducted by the NSW Public Service Commission

found 33% of employees had witnessed bullying in a single year. The same survey found that 65% of public sector employees had no confidence in the way recruitment decisions are made.

AUSTRALIAN ELECTIONS

It is a huge year for elections in Australia. For PSA NSW the immediate focus is the State election being held on 23 March. For Australia as a whole the Federal election has to take place before 18 May. In a pre-election protest called by the Australian Council of Trade Unions, more than 250,000 workers are expected to hit the streets across Australia for anti-government rallies on Wednesday 10 April. A good date to mark for solidarity.



PSA national secretaries Glenn Barclay and Kerry Davies (standing), with Kym Ward, who manages member services and internal policies related to member benefits and governance at PSA NSW and Michael Cairns, PSA NSW's chief financial officer. For more information about PSA NSW see psa.asn.au

Swapping local government lessons

During their study tour of New Zealand and Australia in January, a large group of members from the South African Local Government Bargaining Council (SALGBC) were able to hold meetings with PSA representatives in Auckland and Wellington to swap lessons.

Made up of an employer association and two trade unions, a feature of the SALGBC is that it facilitates centralised bargaining across the entire local government sector in South Africa.

Pictured in Wellington, from left to right, are: Stanley Khoza of the Independent Municipal and Allied Trade Union, Pule Molalenyane of



the South African Municipal Workers Trade Union and Robert Mashego of the South African Local Government Association.

You can read details about the structure of the SALGBC and its dispute resolution role at www.salgbc.org.za



A retiring delegate reflects on half a century of change in the union movement

Paul Smith has seen a lot of changes in his time in the PSA.

Before his retirement in February, his most recent tour of duty for the union was as a national delegate for eight years and site delegate for nine years at IRD in Palmerston North.

But he first joined the PSA when he became a technician with the old NZBC back in 1967.

“There was compulsory unionism back then so I had to join the PSA,” Paul said.

“The starting salary was 635 pounds a year, about 80c an hour. In the early days we had general awards by the Government, so everybody got the same pay increase.”

Paul was also a delegate for about 10 years at the city museum, Te Manawa in the 1990s.

He says the introduction of the Employment Contracts Act and voluntary unionism in 1991 made “a heck of a difference”.

These days he says there’s more focus in negotiations on remuneration and



pay increases compared to the old days where you would be bargaining “for an extra week’s leave or improved sick leave”.

He says attitudes have also also changed over the years.

“A lot of people still think unions are subversive. Reds under the bed. But some of the young ones don’t even know what unions are now. They just think about what it costs to join, so it’s a battle trying to sign people up.”

And he says the environment for unions waxes and wanes with every change of government.

“There’s nothing new under the sun.”

Despite the challenges, Paul says his time as a delegate has been very rewarding. “Getting a good result for workers, helping save their job, or get a good payout.”

Retirement means Paul is now an associate member, but he says he wouldn’t be without the union if he was still working. “You need it as insurance”.

PSA Organiser Chris Stuart paid tribute to Paul’s contribution. “He’s a very well respected person, both within the PSA delegate structure and with his colleagues at IRD. We wish him well for his retirement.”

PSA Heroes

We’re keen to hear about more unsung PSA heroes, so if you know of a delegate or member who does amazing mahi, or has a great story to tell contact us at editor@psa.org.nz

Fighting Nelson fires behind the scenes



The recent wildfires in Nelson were a real test of spirit for the area, and a test for the firefighting capabilities of the country as a whole. We have seen New Zealand pull together to provide regional assistance and nowhere was this more important than within Fire and Emergency New Zealand.

As the flames spread, PSA member Melissa Evans-Scott was involved from the outset. Melissa worked in logistics as part of the Incident Management Team in Nelson, based out of the Tasman District Council headquarters. The logistics role is critical to enable the fire to be fought effectively, arranging resources such as personnel, fire-trucks and accommodation.

The most challenging aspect for Melissa was the relentless nature of the fire itself, meaning 24 hour support was needed in multiple

areas at once, “It was non-stop work for 11 to 12 hours a day, with people trying to pull you in all sorts of directions. Prioritising was essential.”

Luckily, it was made easier by the fact she had experience working with FENZ at the National Coordination Centre, providing logistics for fires and other incidents in New Zealand and overseas.

“It was easy to see the huge effort by everyone involved. I saw the incident management team working hard behind the scenes, I saw the helicopter pilots working hard, and I saw the knackered firefighters at the end of their shifts.”

Working together towards the same goal served to bring those involved close. “I like to think that we are all one big team, that what I do at the IMT helps the firefighters to do what they do best on the frontline.

I have made some amazing friends because of it.”

Melissa actually joined the PSA because of the Nelson fire, “I got to hear more about the PSA from current members while working at the IMT, and the support the PSA provide their members, so it sounded like a great union to be part of.”

The PSA paid tribute to all of those involved in the firefighting effort including staff from Fire and Emergency New Zealand, those working in the health sector, local government, community-based organisations and supporting public sector agencies.

“These are the times when the professionalism of those on the frontline and all of those supporting them behind the scenes are put under extreme pressure, and when exceptional bravery and public service comes to the fore,” PSA

Union trailblazer has powerful message for today

The story of a pioneering unionist, suffragist and feminist is still relevant today, according to the director of a new documentary about her.

In 1890 Harriet Morison established the first union for women in New Zealand, the Tailoresses' Union, following a sweating scandal that exposed appalling working conditions for women in the industry in Dunedin.

Largely through Harriet's determination and commitment, the union raised wages and established industry standards in Otago. She went on to organise tailoresses in Christchurch, Wellington and Auckland, believing unity was vital to their cause.

"Her presence in the history books is fleeting.. but the exact things Harriet fought for were the same issues we are still fighting for today, equal pay, the dignity of women's work," director Caitlin Lynch says.

SUFFRAGE LEADER

Harriet Morison was also a leader in the suffrage movement. She believed securing the right to vote was essential to improving conditions for working women.

She was instrumental in collecting signatures for the national suffrage petition from working women in Otago, helping ensure more signatures were gathered in Dunedin than anywhere else.

The film uses newspaper clippings, cartoons, and Harriet's powerful



Harriet Morison depicted in the Department of Labour Auckland Staff photo, Alexander Turnbull Library



Documentary co-producer Anna Cottrell and director Caitlin Lynch

and entertaining speeches to tell her story.

'The mind is the standard by which humanity must be gauged, not the garments worn,' is one of her most telling quotes.

Caitlin says this was a reference to fears about a so-called 'petticoat government' around the time of the suffrage campaign.

OVERDUE RECOGNITION

Documentary co-producer Eileen Brown from the Council of Trade Unions hopes the film will make Harriet Morison's contribution more accessible to a wider audience.

"While she was a contemporary of Kate Shepherd, her unique contribution to suffrage is less well-known," says Eileen.

"This project is being driven by a group of activists, people and unions who are determined to record a unique chapter in New Zealand's union history."

The film also draws parallels between Harriet's struggles and today's equal pay campaign. A support worker Tamara Baddeley who works incredibly long hours is interviewed about the impact of the 2017 care and support settlement which helped raise her meagre wages.

The film was launched on International Women's Day, with a screening at the National Library.

The documentary will be made available for viewing on the Council of Trade Unions website.

'Nothing in a cartoon is accidental'

Resistance to stereotyping is one of the key themes of PSA member Paul Diamond's book for the New Zealand Cartoon Archive - *Savaged to Suit: Māori and Cartooning in New Zealand*.

Applying a primary focus on editorial cartoons produced from the 1930s up until the 1990s, *Savaged to Suit* examines how cartoonists have depicted Māori, Pākehā and race relations.

"One of my big hopes, particularly for Māori, is that *Savaged to Suit* provides tools to understand what's going on in the cartoons it surveys," says Paul.

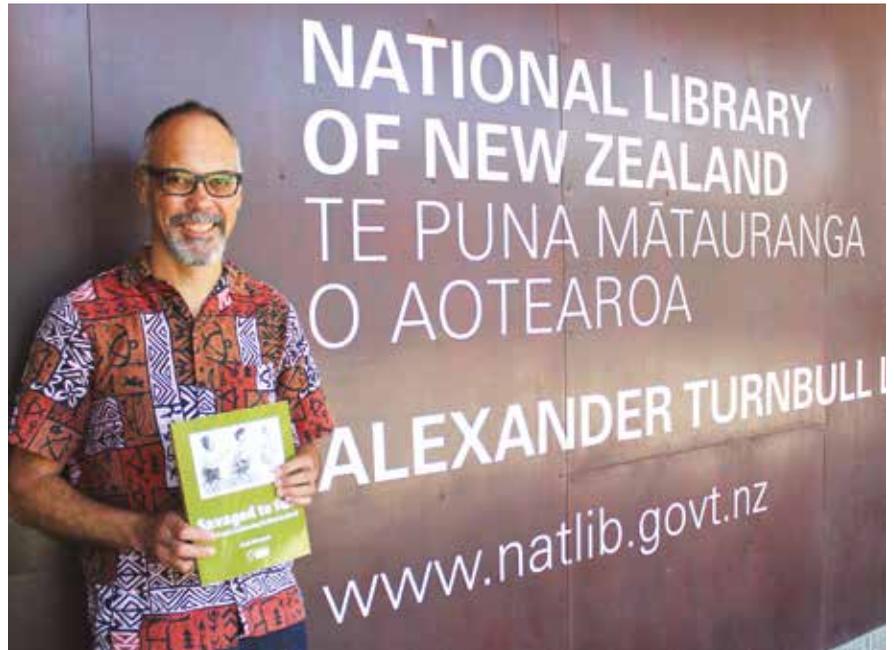
MORE THAN EPHEMERA

Paul's book helps to push back against the notion that cartoons are purely ephemeral by making the case that they are valuable historical sources and shouldn't be underestimated as such.

Paul says this was his first in-depth introduction to the world of cartoons and one of his major lessons from learning their visual language and peeling back their layers is that "nothing in a cartoon is accidental".

He also found that cartoons about Māori tend to "reveal more about Pākehā views of Māori and Pākehā identity than Māori realities", adding that "some ideas and attitudes remain remarkably persistent".

One recent example of mounting a resistance to stereotyping was Labour MP Louisa Wall's challenge of two Al Nisbet cartoons which she described to the High Court in 2017



Author Paul Diamond (Ngāti Hauā, Te Rarawa, Ngāpuhi) was appointed the inaugural Curator, Māori at the Alexander Turnbull Library in 2011. His other books include *A Fire In Your Belly* (Huia, 2003) and *Makereti: taking Māori to the world* (Random House NZ, 2007).

as "insulting and ignorant put-downs of Māori and Pacific people".

MĀORI CARTOONISTS

Savaged to Suit acknowledges the emergence of cartoonists whose views have moved to being less aligned with those of newspaper editors and proprietors, and the book is rounded out by looking at the contribution of the small but influential number of Māori cartoonists.

Amongst those are Anthony Ellison, from Ngāi Tahu, who was known to clash with editors for refusing to stereotype Māori and women in his images.

Paul cites the example of Ellison's work around what became known as the 'Māori Loans Affair' which embroiled then Minister of Māori

Affairs, Koro Wetere, in 1987. Paul says Ellison's cartoon drew Wetere's face as it looked, not as a stereotype, and alerted readers to how the situation was being inflamed through the image of a gushing petrol can.

Of the 250 cartoons featured in *Savaged to Suit* the closing one selected by Paul is by another cartoonist of Māori heritage, Sharon Murdoch.

Murdoch's powerful image from 2016 depicts a battered Māori woman, her wounds dressed in bandages that carry words like substandard housing, land confiscation, poor health and early death. A caption reads: "Maori should not receive special treatment. Do you agree?"

The woman replies: "Absolutely yes. I've had about all the 'special treatment' I can stand".



A PSA crew on a recruitment visit to the Corrections National Learning Centre in Upper Hutt. From left Stevie Hallett, Willie Cochrane, George Laird, Flo Malaulau.



Pasefika Network Fono discussed the development of their gender pay principles and other issues



A presentation marking the retirement of long standing PSA delegate Gillian Tahi from the Waitemata District Health Board Auckland Regional Dental Service.



The new PSA Hamilton office with staff members Chris Ollington, Marcia Puru, Denise Campbell and Tauia MacDonald.



PSAY training in Dunedin



PSA President Janet Quigley was among those attending the opening of the PSA's new Palmerston North office in February.



Green MP Jan Logie gave a talk about the new domestic violence legislation at PSA House on International Women's Day.



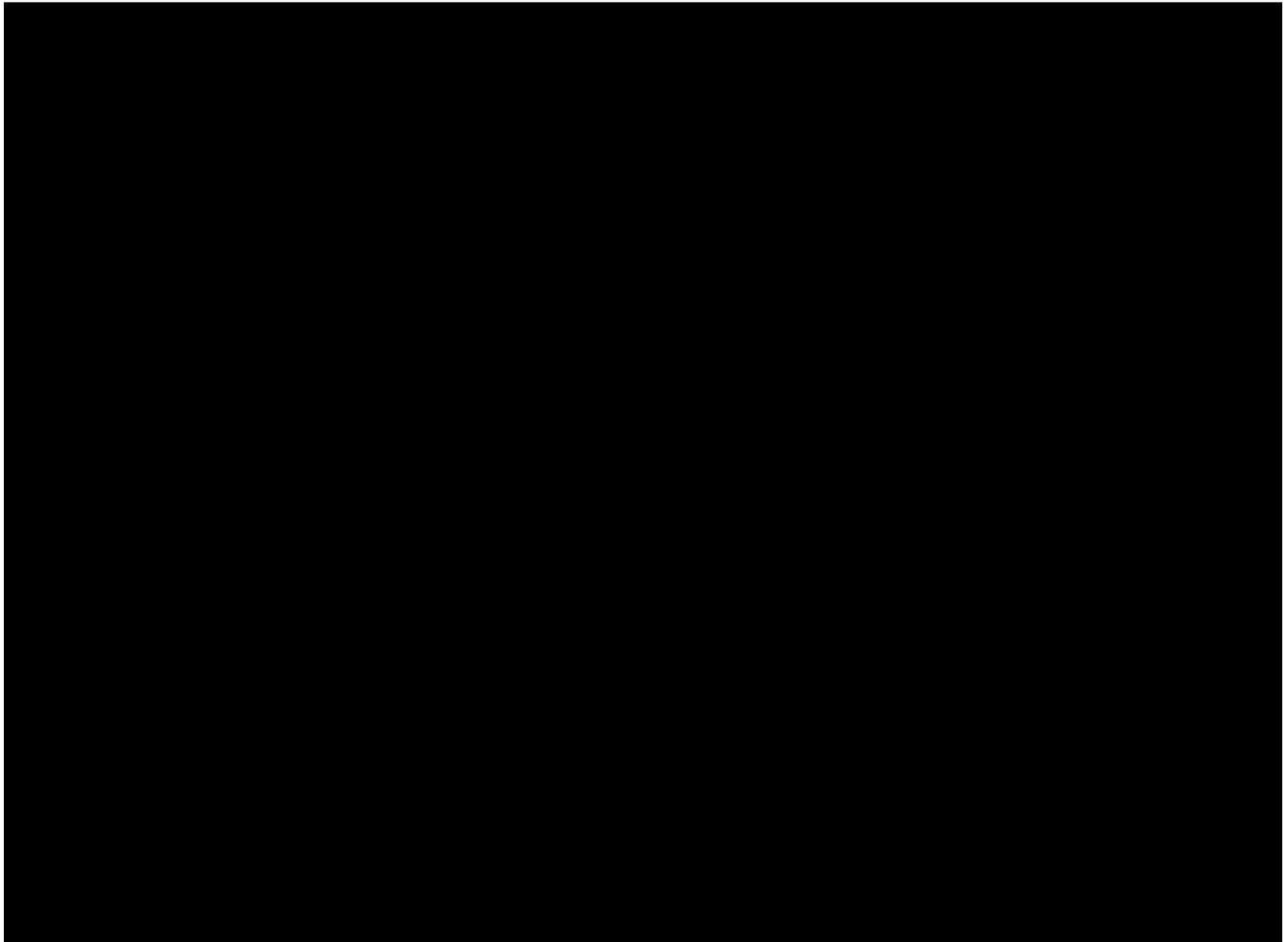
Here she is with PSA organiser Maddy Drew.



In the week that marked the 2019 International Day of Women and Girls in Science, PSA Science Committee members Eleanor Howick, Judy Gardner and Elise Arnst met at PSA House



The out@PSA Network flew the flag for workers with a stand at this year's Big Gay Out in Auckland. The network will also be represented at Pride events in Wellington in March. The PSA will be hosting the ILGA World Conference in Wellington from March 18-22. The conference gives LGBTI activists from across the world the opportunity to come together to discuss the future of their movement.



Resisting functional stupidity

Nā Chris Howard, MBIE PSA Delegate

“Some third person decides your fate: this is the whole essence of bureaucracy.”
Kollontai Alexandra, *La Oposición Obrera*

Leaders and managers, if you're reading this, I implore you to look closer! Poor performance and lack of engagement at work is not the result of so-called 'human error' or laziness, but organisational cultures that fail to create conditions for creative problem-solving, effective interaction, and flourishing humans.

Just a minute ago, my colleague turned to me, his face marked by frustration and perplexity. “They're moving all the files to the new version of Crush FTP and now nobody can access them. Even though I have permission for the old version, they want me to fill out a new access request form. It's fifteen pages...”

From what I can see, my colleague spends a significant amount of time mired in what's now being called 'functional stupidity'. Yes, it's a real concept, gaining ground in the field of organisational studies. Two researchers define functional stupidity as:

...the organizationally-supported lack of reflexivity, substantive reasoning and justification. It entails a refusal to use intellectual resources outside a narrow and 'safe' terrain. It can provide a sense of certainty that allows organisations to run smoothly. This can save the organization and its members from the frictions provoked by doubt and reflection. (Alvesson & Spicer 2012: 5).

We have all seen functional stupidity



in our workplaces; we all participate in it.

The pity is that my colleague, like most of my workmates, is exceptionally talented and wishes to contribute. Yet these attributes go to waste, along with their wellbeing and sense of purpose.

This tragedy often stems from the general incompatibility of bureaucracy and shared governance.

Bureaucracy being that hierarchical, excessively complicated admin machine that sucks the souls of office workers dry and endlessly frustrates the ordinary citizen. Bureaucracy strives for efficiency, while generally achieving anything but.

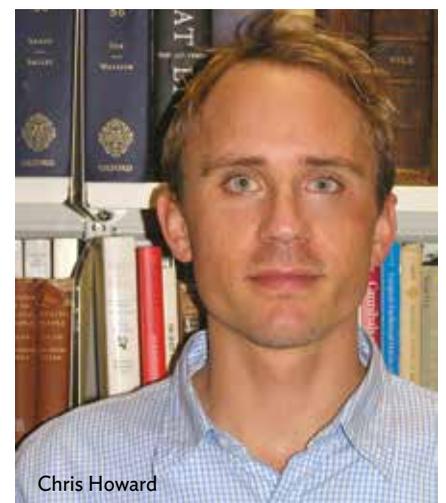
Shared governance is a model based on principles of partnership, equity, and ownership that form a culturally sensitive and empowering framework. It is the democratic model that unions the world over, including our own PSA, strive for. But combining bureaucracy and shared governance

reveals a logical contradiction that is where much of our problem lies.

The promised benefits of fully-shared governance – freedom, choice, informality, flexibility, and autonomy – are undermined by bureaucracy that imposes rules, eliminates complexity, and offers little room for innovation. A result of this logical inconsistency is that organisations are unlikely to go all the way toward abandoning bureaucratic control and instead adopt half-shared governance.

Sound familiar? Many of us working in the public sector have experienced this tension firsthand. Without truly shared decision making, organisations often settle for bureaucratic mediocrity.

As PSA members and delegates, a large part of our role is to activate critical reflection and morality in the workplace, to hold up a mirror to our institutions with the aim of improving them for their own sake and ours.



Chris Howard

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