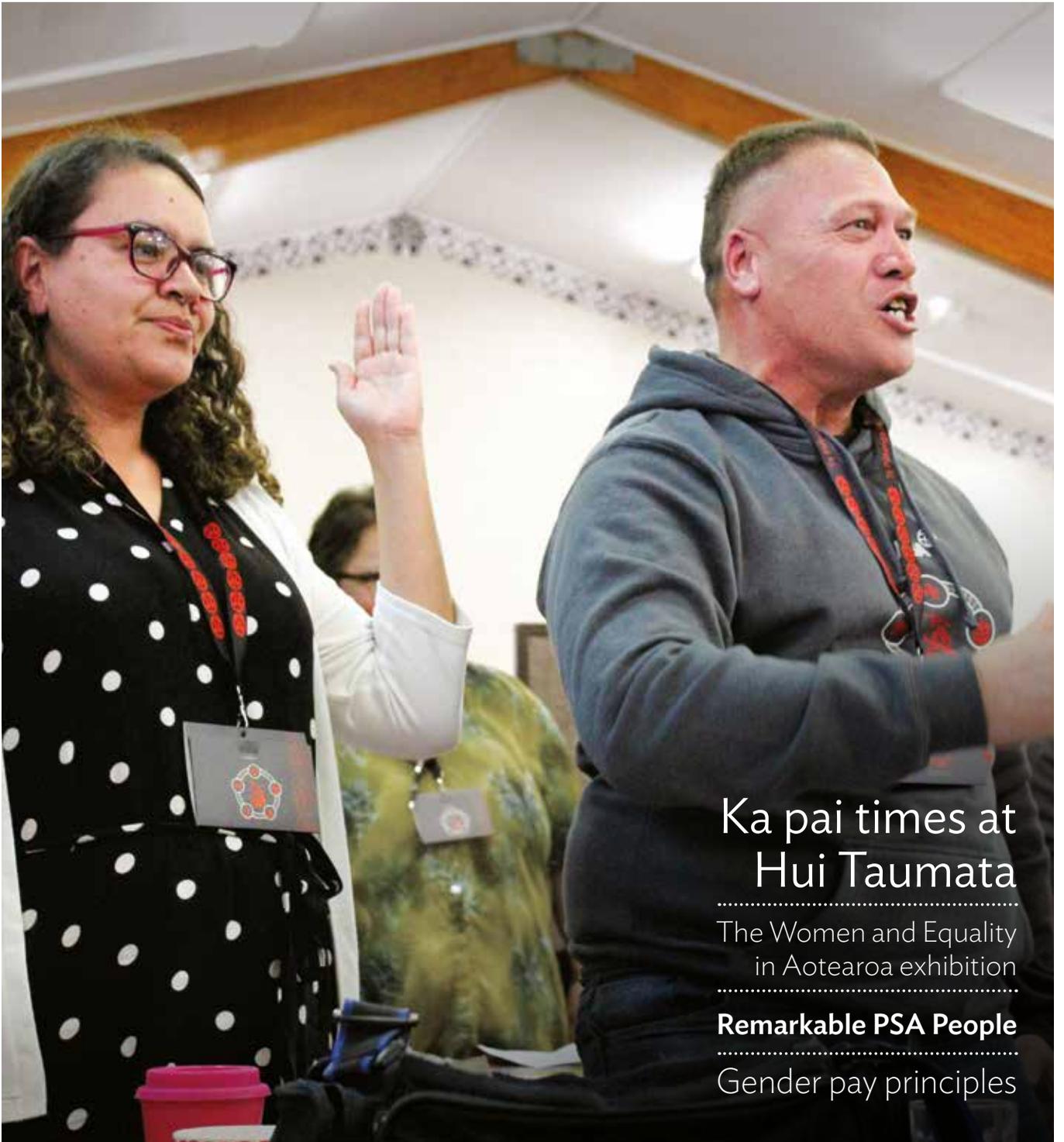


# Te Mahinga Ora

THE PSA JOURNAL SEPTEMBER 2018



## Ka pai times at Hui Taumata

The Women and Equality in Aotearoa exhibition

**Remarkable PSA People**

Gender pay principles



## Get the most from your PSA Member Advantage benefits program.



### International Money Transfers

Safe, secure and quick international money transfers for members.



### Hotel Bookings

Book your next hotel through your PSA Member Advantage benefits program to access over 100,000 promotional deals.



### Entertainment

Save on a huge range of experiences, theme park tickets in Australia & much more.



### Koru Club

With Member Advantage, PSA members can access exclusive rates for Koru Club.

Terms and conditions apply.

Visit your PSA Member Advantage website to discover more:

[www.psa.org.nz/plus](http://www.psa.org.nz/plus)

For more information, email  
[info@memberadvantage.com.au](mailto:info@memberadvantage.com.au)  
or call 0800 453 244.





## Working Life: the PSA Journal

*Working Life* is published quarterly.

Views and opinions expressed in *Working Life* do not necessarily represent PSA policy.

**Editor:** Stephen Olsen.

**Design:** Dan Phillips.

**Contributors:** Janet Quigley, Paula Scholes, Jenny Goodman, Michael Naylor, Sue O'Shea, Amy Ross, Jessica Williams, Dan Phillips, Jem Yoshioka, Claire Wooldridge-Way, Tim Shoebridge, Daniel Haines, Chayce Glass, Max Rashbrooke

**Printing:** Webstar, Masterton.

### PSA Executive Board

Janet Quigley (president), Kathy Higgins, Caroline Fisher, Benedict Ferguson, Jacky Maaka, Gail Arthur, Marshall Tangaroa, Lesley Dixon, Pania Love, Erin Polaczuk and Glenn Barclay.

### PSA contact details

PSA, PO Box 3817, Wellington.

Freephone 0508 FOR PSA  
(0508 367 772).

Email enquiries@psa.org.nz.



### On the cover

Delegates Pere Paul and Paula Davis performing a haka at Hui Taumata in recognition of Susanne Tapsell

# contents

---

- 4 President's message
- 5 Constructive engagement
- 6 News in brief
- 7 Shape the future of the State Sector
  - 7 Progressive thinking
- 8-9 Ka pai times at Hui Taumata
- 10 Second chance education
- 11 Gender Pay Principles
- 12-13 Industrial update
- 14-15 Health and safety feature
  
- 16-17 Around and About
- 18-19 Networks
- 20-22 The Women and Equality in Aotearoa exhibition
- 23-27 Remarkable People
- 28-29 International
- 30 The PSA Q&A



### Kia ora ngā iwi o PSA

As we head towards the last quarter of 2018 the anticipation of new areas of positive momentum keeps building.

The year so far has certainly provided its fair share of significant moments.

Against a backdrop of the intense industrial bargaining that sits at the forefront of PSA activity every day, we have also seen rare nationwide industrial strikes. At the same time as nurses and teachers have been taking to the streets for the first time in decades, the rallying of support for and solidarity with our members at Inland Revenue and MBIE for a fair go has achieved results (see page 13).

We have also seen the new Government do the right thing on pay equity for mental health and addiction support workers. More good news is expected soon for workers at Oranga Tamariki, next to the concerted efforts being applied for PSA members across the DHB sector.

Encouragingly State Services Minister Chris Hipkins has made it clear, in repeated statements, that it is time now for renewed investment in public services because, as he says, "(these) are the people who deliver the vital services that improve the wellbeing of New Zealanders and their families every day".

As well as landmark policy milestones such as the release of the Gender Pay Principles in July (see page 11), I am mindful we are on the cusp of seeing major announcements before end of year from the Tax Working Group and the Mental Health Inquiry, with more long-awaited changes in prospect.

### SPECIAL TIMES

As I'm writing this I'm especially conscious of entering a time when



the anniversary of women in New Zealand being 'first in the world' to gain the right to vote will be formally marked and celebrated.

Suffrage 125 was very much front and centre at the PSA Women's Network

conference last month. I had the privilege there of conducting a Q&A session with former PM Helen Clark who recalled the "triumph" of 1893, while also delivering a reminder from her work as Administrator of the UN Development Programme from 2009-2017 that political participation by women in many countries remains an uphill battle. (A transcript of this Q&A is being posted on [psa.org.nz](http://psa.org.nz)).

This has been a busy time for biennial gatherings of PSA members with the Pasefika Fono and Te Rūnanga's Hui Taumata also held last month, and with the 2018 PSA Congress on 25-26 September, plus the Public Service Delegate conference on 27 September.

It was great to see leaders within PSA Youth take the initiative recently to host and livestream a Congress 101 evening as a navigation aid for Congress. There will be lots to report back on - all focused on our collective ability to stand together for a better working life. 🌐

**He aha te mea nui o te ao.**

**He tāngata, he tāngata, he tāngata!**

**Janet Quigley - President, PSA**

**PSA**

# Te Mahinga Ora

🌀🌀🌀🌀🌀🌀🌀 THE PSA JOURNAL SEPTEMBER 2018 🌀🌀🌀🌀🌀🌀🌀

THE POSITIVE VIBES generated by the annual Te Wiki o te Reo Māori (Māori Language Week) keep on growing. Allied to Te Wiki - which took place from 10 to 16 September - we have adopted the Te Reo title 'Te Mahinga Ora'. This will now become an alternating title for *Working Life*.

Among notable new te reo resources now available are a Māori language glossary for use in the mental health, addiction and disability sectors, titled *Te Reo Hāpai - The Language of Enrichment* and available at [tepou.co.nz](http://tepou.co.nz), and a set of simple phrases to use with technology from [tetaurawhiri.govt.nz](http://tetaurawhiri.govt.nz)



## Let's shake on that!

CONSTRUCTIVE ENGAGEMENT between the PSA and State Services Leadership Team (SSLT) was stepped up this month with a formal signing of the PSA & SSLT Strategic Forum's terms of reference on 11 September.

Signatories on the day are pictured above. The 'three-way' hand-shakers are Peter Hughes, State Services Commissioner, with PSA national secretaries Glenn Barclay and Erin

Polaczuk; and standing at the rear are Gráinne Moss (CE, Oranga Tamariki), Debbie Power (Deputy State Services Commissioner), Naomi Ferguson (Inland Revenue Commissioner) and Paul James (CE, Ministry for Culture & Heritage). A celebratory public launch will take place in early November, timed around the introduction of a new Public Service Medal and the first Public Service Day on 7 November. 🌐

## STATE SECTOR REFORM



Consultation on changes to the State Sector Act 1988 and a range of proposed reforms is underway - see the item on page 7. This photo shows a group of senior Māori public servants, including PSA Māori delegates, entering Pipitea Marae for a hui on the reforms.



## 2018 PSA Congress

THE FUTURE OF OUR UNION  
IN THE FUTURE OF WORK

KO TE WĀHEKE MAI O  
TĀTOU UNIANA I ROTO  
I TE MAHI

**PSA members from around New Zealand will gather at Te Papa in Wellington on 25-26 September for the 2018 PSA Congress.**

The Congress, held every second year, doubles as the AGM of the PSA where the Annual Report/ Financial Statements for the year ended 31 March 2018 is tabled.

The 2017-2018 Annual Report features a 12-page 'Year in the life of PSA' section, which is intended to be continued as a Yearbook.

The Congress theme this year is the future of our union in the future of work - with workshops exploring aspects of the changing work environment and how this will affect workers and their unions (see more on page 7). Also at this Congress a revision of the union's strategic goals to 2024 will be presented, to be reported on in the next journal in December.

# NEWS IN BRIEF

---



## END TO CE PERFORMANCE PAY

On 21 August 2018 State Services Minister Chris Hipkins announced an end to performance pay for public service chief executives in recognition that performance pay is "counter-productive" and in a move to "put the brakes on the growth rate of chief executive pay". The PSA opposes performance pay at all levels of employment.



## LIVING WAGE 'START DATE'

From 1 September a pay boost to the Living Wage of \$20.55 an hour (\$42,744 per annum) kicked in for 1000 PSA members in the core public service. PSA members Samantha Tottenham, a deputy registrar with the Ministry of Justice, and Amanda Sykes, a library assistant at the National Library, were invited by the Prime Minister Jacinda Ardern to speak about this positive step at a post-Cabinet press conference on 3 September. As announced on 15 June this move is a one-off adjustment and for future years is subject to industrial bargaining. [Editor's note: An article setting details about this change with an explanation of how the Living Wage is calculated appeared in *Working Life* - July 2018].



## CRIMINAL JUSTICE SUMMIT

The PSA called the three-day Criminal Justice Summit held on 20-22 August an "important staging post towards genuine reform of the system". National secretary Glenn Barclay: "(We) want to be part of building a future-focused justice system, and we will represent the voices of those who work in the system... not only in Justice and Corrections, but in mental health, Oranga Tamariki and Work and Income".

See also: [safeandeffectivejustice.govt.nz](http://safeandeffectivejustice.govt.nz)



## NEW VICTIMS' PROTECTION ACT

The Domestic Violence - Victims' Protection Act will come into effect from 1 April 2019. The new Act provides up to 10 days paid leave for people who are experiencing family violence, plus easier access to flexible working and stronger anti-discrimination measures. **Read more on page 26.**



## MANA WAHINE CLAIM

The PSA will be supporting the Te Rūnanga o Ngā Toa Āwhina as principal claimants in the Waitangi Tribunal's Mana Wahine kaupapa inquiry.



## FUTURE OF PUBLIC SERVICES

A Public Service Delegates' Conference is being held in Wellington on Thursday 27 September. State Services Commissioner Peter Hughes will speak on the future of public services. The agenda will also include wide-ranging discussions about the current state of collective agreements and pay, as well as the need for a New Deal for public servants, as we Stand Together for One Public Service.



## 600+ RESPONSES TO DHB SURVEY

Responses to a survey of allied, public health and technical occupations in the DHB sector have highlighted pervasive understaffing, with ongoing consequences for both patients and workers. Workload, unfilled vacancies and delays in recruitment are all having a serious impact.



## HAVE YOUR SAY ON HOUSING

A review of the Residential Tenancies Act (RTA) is now underway to promote good faith relationships in the renting environment, and to ensure there are appropriate protections in place for both tenants and landlords. The PSA will be making a submission on the RTA by the deadline of 21 October and will draw from members' stories that were collected in 2017. We encourage members with an interest in responding to this review to also see PSA's Progressive Thinking publication 'Ten Perspectives on Housing'. The PSA contact for this work is Sarah.Martin@psa.org.nz

### WAYS TO FOLLOW PSA NEWS

- Open your monthly PSA News email
- Like us at [facebook.com/nzpsa](https://www.facebook.com/nzpsa) or follow us on Twitter @NZPSA
- Read media releases at [psa.org.nz/media/releases](http://psa.org.nz/media/releases)

# Shape the future of the State Sector

AFTER CALLING FOR REFORM of the State Sector Act for more than a decade, the PSA is responding at speed to meet the 12 October deadline set for the current consultation (a period of only 6 weeks).

National secretary Glenn Barclay: "The public service needs legislation that's fit for the future, and this is the start of a process which we hope will deliver that.

"The PSA is encouraging all members to engage, both individually and as PSA members, so the voices of people working at the coal-face can be heard. The overlap of public and community services is growing broader, and this perspective also needs to be heard."

The consultation options include online and social media channels, face-to-face 'lunchbox' sessions in main centres and regional hui for Māori public servants.

In its short form the questions being asked at [havemysay.govt.nz](http://havemysay.govt.nz) include:

**On creating a modern Public Service:** Do you agree we need to make law changes to improve our Public Service?

**On commitment to Māori:** How should the Public Service operate to enhance the relationship between the Crown and Māori? What else could improve the relationship and deliver better results for Māori?

**On tools for a more flexible Public Service:**

What else could help departments work together better to improve outcomes and services for New Zealanders? Are there options for changing the way services are delivered that we have missed?

**On the best people for the job:** What can we do to ensure the Public Service is diverse and inclusive?



What else could promote a flexible and agile workforce?

**On a trusted Public Service:** Should the principles and values be set down in law? How can we build trust and confidence in the Public Service?

[Look for more details in your latest PSA News email bulletin.](#) 📧

## Progressive Thinking

THE TIMELY THEME of this year's PSA Congress - namely The Future Of Our Union In The Future Of Work - will be the subject of the next book in the PSA's Progressive Thinking series.

The international keynote speaker at Congress - Andrew Pakes - will be one of the book's 10 contributors, writing on the topic of why unions need to get serious about innovation.

Pakes heads up communications and research at Prospect, a UK union with more than 142,000 members across a diverse range of professions. He will bring his expertise from Prospect

and Unions21.org.uk, a highly active hub of thinking and publishing that supports unions to increase their influence, impact and effectiveness within the world of work.

The Progressive Thinking book has a planned launch date around Labour Day next month.

Other contributing authors include former Labour Ministers Prof Margaret Wilson and Laila Harre, EEO Commissioner Dr Jackie Blue, Sam Huggard and Bill Rosenberg of the CTU and Australian equal pay expert Lisa Heap. 📧



Andrew Pakes, the international guest speaker for the 2018 PSA Congress in Wellington, will also be talking at the Kai Pasifika Salon in Auckland on Thursday 27 September. See the PSA Facebook page for details.



## Ka pai times at Hui Taumata

This was PSA staff member Dan Phillips' third visit to Hui Taumata, but his first noho marae at the three day event. He reports back on his impressions.

IT HAD BEEN yonks since my last noho marae so I asked some mates what I should pack other than the usual sleeping bag, toiletries etc. "Earplugs" was the overwhelming response, which I duly ignored. Thus I got 3 hours sleep on my first night in the whareniui. Rookie mistake.

Orongomai Marae is an urban space in Upper Hutt that welcomes all Māori 'from the four winds' of Aotearoa, and is supported by Te Āti Awa iwi. Orongomai means 'the place of Rongomai', who was an ancestor and patron of the iwi. Inside the whareniui are carved pou of tūpuna from all over the country, carved by Pākehā master carver Jock McEwen. (You can read about his fascinating life in *Te Oka - Pākehā Kaumātua*.)

Fellow Te Arawa attendee Paula Davis gave me her first impressions over dinner that evening. "I'm loving it so far. It's actually my first time there, and it's great to meet so many awesome Māori delegates across all sectors." I concurred between mouthfuls of roast pork.

The first evening of the hui was rounded off with whaka-whanaungatanga, which is a marvellously long Te Reo word that essentially means 'getting to know each other'. Kaumatua Kiwhare attempted to wrangle the hundred or so participants by limiting our mihi to name, region, and occupation, but well, sometimes no force of nature will prevent a proud Tangata Whenua from standing up and giving a full length mihi with all the right tuone and pātēre.

Kōrero went late into the evening, though not as late as the melodic chorus of snoring. I was affectionately told to 'harden up' the next morning, presumably because I looked as tired as I felt.

### KO TE WĀHEKE MAI O TĀTOU UNIANA I ROTO I TE MAHI

The theme of this year's Hui was 'the future of our union in the future of work', weaving together this event with the 2018 Congress. Marcia Puru - National Organiser: Māori, told me over breakfast on the second day that for her the theme meant "Māori get the chance to determine their future for themselves, nobody is telling us how to think. We're deciding our own direction."

I nodded sagely with a mouthful of sausage.

The next two days were to be packed with talks and workshops from a wide range of people:

- Felicity Buchanan and Heather Baggett from the State Services Commission on reform of the State Sector Act
- Lawyer Tania Te Whenua on the Mana Wahine inquiry
- Taihakurei Durie on Māori health
- PSA National Secretaries Erin Polazcuk and Glenn Barclay on celebrating our recent victories and outlining our next opportunities
- Ricky Houghton from Te Korowai Trust on his great mahi with those less fortunate
- PSA president Janet Quigley and the executive board talking about their journeys
- PSA policy advisor Andrea Fromm leading a workshop on the future of work
- National Organiser Māori Marcia Puru, outlining her role and mahi
- Organiser Tracy Klenner and Assistant Secretary Basil Prestidge, on the public service MECA.

The highlight for me was Ricky Houghton from Te Korowai Trust, who spoke with good grace and humour about his troubled upbringing, and the catastrophic effect that government policies such as the Tōhunga Suppression Act had on his family. His mother was locked away for thirteen years in a psychiatric institution, for performing karakia for other urban Māori.

Despite this, Ricky developed a passion for helping those less

fortunate. He paid off his first home, and then mortgaged it to the hilt to buy land in the far north. Up there he developed free housing for destitute Māori families. As he told us his life story and the mahi he's done for others, there were quite a few listeners with unashamed tears in their eyes, including myself. A key message from Ricky regarding the future of Māori is this: it gets brighter as we remember manaakitanga.



## KA RAWE TE MAHI

It wasn't just presentations and workshops, the business of Hui Taumata also included collective decision making on issues affecting Māori members, as well as recognising hard work.

I spoke with PSA member Dan Haines, from Auckland City Council, about his favourite part of the hui (other than the kai of course). "We supported both the Mana Wāhine claim and the proposal to create a rangatahi (youth) position on the kōmiti. I'm delighted that as a rōpū we're consistently walking the talk."

I agreed between forkfuls of roast potato.

I'd be remiss as a proud Ngāti Whakaue if I didn't also give a shout out to this year's inaugural winner of the Marlene Pitman award, Susanne Tapsell, who hails from the same Rotorua iwi as myself. Susanne received the award to a rousing Te Arawa haka, and was greeted by Marlene's nephew Chayce. You can read more about the award on page 25.

## SHOUT OUTS

It is a truth universally acknowledged, that a hui participant in attendance at a good marae will not be in want of amazing kai (apologies to Jane Austen). The kaimahi at Orongomai Marae looked after us exceedingly well, with incredible food for the three days we were there. They were up early cooking everyone breakfast, on hand to make sure everyone was situated with comfortable mattresses, and no sooner was one meal complete when tea and muffins were being laid out to keep the workshops sufficiently supplied with snacks. Ngā mihi nui!

Whakarongo mai whānau: if you're a Māori delegate I really can't recommend enough that you get along to next Hui Taumata in two years time. You'll meet many awesome people, hear some great kōrero, work together on some big mahi, and of course eat some amazing kai.

Tiheī, mauri ora! 🍀

*Ko Ngongotahā te maunga  
Ko Te Rotorua-nui-a-  
Kahumatamomoe te moana  
Ko Ngāti Whakaue au  
Ko Dan Phillips au*

## Second chance education

SECOND CHANCE EDUCATION matters! Just ask Tawhia Phelwaser.

At one of a nationwide series of events held by the New Horizons for Women Trust: Hine Kahukura in July, Tawhia received one of the Trust's annual round of 40+ education grants. Tania's award, which will enable her to finish her Midwifery studies at Wintec in Hamilton, was made possible by PSA national secretary Erin Polaczuk and was presented by PSA board member Benedict Ferguson.

Tawhia is in her final year of study and plans to work as a community-based midwife. "I still surprise myself all the time with how far I've come. This degree will open up so many



All smiles: Jordyn, mum Tawhia and Tatiana

doors and is already inspiring my kids - Tatiana, Jordyn, Khodie, Iosefa and Tavita - my wider whānau and other young Māori women".

Tawhia: "As well as the support I get to allow me to do my best I have focused on self-care and personal growth. This has set a change in how my family sees education".

## New qual on the horizon

A LONGHELD DREAM of getting a new Master of Public Administration (MPA) qualification off the ground at Massey University is about to come true for management lecturer Dr Andy Asquith.

The postgraduate degree has been especially developed for public sector employees - with a major focus on opportunities for improving capability within local government.

Dr Asquith says consultation on the qualification with LGNZ, SOLGM and the PSA was an essential element of bringing the MPA to life. 🌐

## Cross the ditch for less!

PSA members can get cheap accommodation - courtesy of our sister union.

With 14 holiday homes in 7 locations, there's never been a more affordable way for members to visit South Australia.

The South Australian homes sleep 4 to 6 people, with weekly rates starting from AU\$335 and nightly rates of AU\$90. Prices and units for every family's budget.

For more information go to [www.cpsu.asn.au/holiday-homes](http://www.cpsu.asn.au/holiday-homes), call on **00 61 8 8205 3287** or email [holidayhomes@cpsu.asn.au](mailto:holidayhomes@cpsu.asn.au)

### Locations

- Ⓐ Glenelg - 2 Units available
- Ⓑ Goolwa - 2 Units available
- Ⓒ Port Lincoln - 1 Unit available
- Ⓓ Robe - 4 Units available
- Ⓔ Port Vincent - 3 Units available
- Ⓕ Wirrina - 1 Unit available
- Ⓖ Kangaroo Island - 1 Unit available



To make a booking download a booking form from [psa.org/ozhomes](http://psa.org/ozhomes), complete and return to: [holidayhomes@cpsu.asn.au](mailto:holidayhomes@cpsu.asn.au).

PSA of SA will contact you via email to confirm your booking.



# The Gender Pay Principles

na Sue O'Shea

WORKING TOGETHER, UNIONS, the State Services Commission and public service agencies have agreed to five Gender Pay Principles.

The Principles were launched on 2 July by Ministers Julie Anne Genter and Chris Hipkins in the former billiard room at Parliament, once a male only space. But to make this more than a gesture towards equality we need to bring the Principles alive.

The aim of the Principles is to remove gender based inequalities in the state sector, and that includes gender pay gaps.

The Principles were developed by a joint working group in response to the PSA filing a claim against the State Services Commissioner seeking to eliminate gender based discrimination in the public service.

The five core Principles are freedom from bias and discrimination,



transparency and accessibility, acknowledging the relationship between paid and unpaid work, sustainability, and participation and engagement. Each Principle adds an issue statement, and a clear explanation of what each will mean in the workplace.

The PSA has been campaigning on equal pay for more than 100 years.

## TURNING PRINCIPLES INTO ACTIONS

On 26 July a 2018-2020 action plan for eliminating the Public Service Gender Pay Gap was released at Auckland Museum by Minister for Women Julie Anne Genter. It is premised on collaborative action to develop system level guidance and oversight, taking agency level action and ensuring accountability for progress.

Here are **four ways** you can help make the Gender Pay Principles a reality:

- Become an equal pay advocate
- Put your hand up to work with employers to develop, implement, monitor and evaluate plans
- Support your delegates and organisers bargain the Principles into collective agreements
- When information is published, ask questions, demand answers and engage. ☺

# It's the putting right that counts

HEALTH MINISTER David Clark made special mention of the "persistence and hard work" of unions - the PSA, E tū and CTU - in achieving the long-awaited pay equity settlement for mental health and addiction workers when it was formally signed at Parliament on 25 July 2018.

Around 5000 workers were brought under the same ground-breaking settlement as care and support workers - the new settlement being worth \$173.5 million, with backdating to July 2017.

PSA delegate Tarn Evans said it was a hard-won victory which will make a huge difference, adding "the work we do is challenging and demanding, and today's settlement recognises the value of our mahi - and the value of the people we support".

Provider representative Naomi Cowan, chair of the Platform Trust, also praised unions for the strength shown in pursuing the settlement. "We have felt heard during this process. It has been an example of how we can work together and how we can take on other issues".

As pictured at right, meetings of all mental health and addiction support workers to allow votes to be cast to ratify the settlement took place around the country. ☺



Left to right: PSA organisers Michael Woodcock and Melissa Woolley, Health Minister David Clark, PSA assistant national secretary Kerry Davies and PSA delegate Tarn Evans.



## Successful bargaining at Housing NZ

BRETT DENHAM, PSA State Sector national organiser, might typically be described as a person of understated words, so for him to call a settlement "historic" it has to be really special.

Such was the case at Housing New Zealand (HNZ), with a highlight being that 146 PSA members benefitted from having their current position in range (PIR) moved to the 100% mid-point. Brett: "At one point the average service of PSA members was 12 years and yet more than 90% were below the 100% mid-point". Other significant highlights were incorporation of new HNZ values into the CEA, removal of performance pay and improved leave provisions. HNZ chief executive Andrew McKenzie was positively effusive about the new CEA - both for the "explicit attitude of trust" it now reflects and alignment to a culture of "continuous improvement" at HNZ. ☺



Signing an "historic" Collective Employment Agreement at Housing NZ on 3 September: PSA organiser Brett Denham, delegate Heather Gilliard and HNZ chief executive Andrew McKenzie. Mr Mckenzie commented how good it was for Housing NZ to be on the "same page" as the PSA.

# Taking to the streets

IT'S A LAST RESORT but when bargaining falters the action of striking remains a potent tool for breaking unreasonable deadlocks.

After reaching an unproductive impasse with employers at Inland Revenue (IR) and the Ministry of Business Innovation and Employment (MBIE) this year, ballots of PSA members resulted in the issuing of strike notices.

Thousands of PSA members at IR and MBIE from around New Zealand walked off the job for two hours on Monday 9 July in the first co-ordinated strike action in the public service for many years. This then rolled into a second day of industrial action on Monday 23 July.

PSA advocates attended eleventh-hour meetings to avert the work stoppages but were surprised at the employers' inflexibility.

Striking workers attended rallies in larger centres, while in some smaller cities members opted to do work in their community. In Palmerston North, members did a leaflet drop for Women's Refuge, while in Dunedin they volunteered at the Otago Community Hospice.

Throughout PSA encouraged MBIE and IR to take PSA members' frustration



seriously. Without meaningful bargaining at IR one more stoppage took place on 1 August - this time for four hours. PSA National Organiser Cheryl Reynolds: "At Inland Revenue's Upper Hutt office, we had nearly 200 members walk out - only six members were left in the office".

PSA national secretary Glenn Barclay: "Our members at IR are mainly front-line staff who are not well paid. One in four staff is paid less than \$48,000, and we have heard many stories of IR workers struggling to make ends meet, relying on the tax credits they themselves administer". ☹

## BREAKING NEWS

As this edition of the PSA journal was going to press the ratification of an extensively canvassed new Collective Agreement at IR was confirmed. A clear signal was sent that 'unfinished business' would be picked up in the next round of bargaining. MBIE members were also on track to a hard-won settlement on fairer pay and pay systems.

Meanwhile industrial action for 19 September had entered the balloting stage at the **Ministry of Justice** where nearly 2000 PSA members are seeking a fair deal.

# Seizing the day for health & safety

THERE HAS BEEN a noticeable elevation of interest directed towards health and safety issues across the public and state sector this year, with a committed involvement from the PSA.

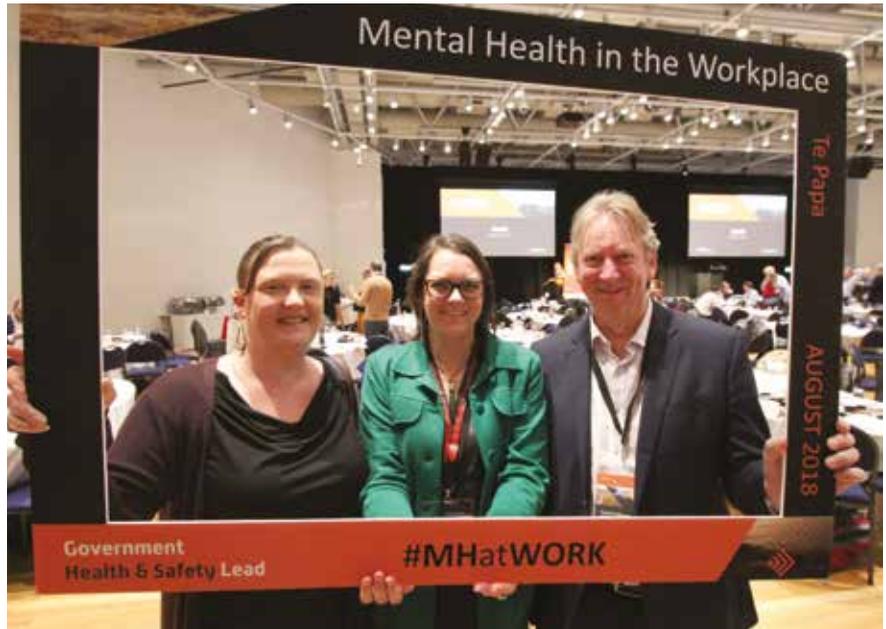
The outward proof of the momentum being built under the lead of the Government Health & Safety Lead (see [healthandsafety.govt.nz](http://healthandsafety.govt.nz)) has been the staging of two health and safety conferences in relatively quick succession:

- Unleashing The Power Of Engagement on 10 May; and
- Mental Health and Wellbeing At Work on 28 August

Both were held at Te Papa in Wellington, and both allowed vital issues to be brought forward. The inaugural 10 May event focused on worker participation and engagement and attracted more than 350 health and safety representatives, practitioners and senior managers, with 38 agencies represented. During that conference, six employee representative finalists were awarded Spirit of Service, Health and Safety Representative Awards (*see the story on the opposite page*).

The second conference was extended to include the wider state sector, with 71 agencies represented.

Ray Smith, who juggles being the Government Health & Safety Lead with his primary working life as chief executive of the Department of Corrections commented in the media that the appetite for new and robust mental health services was growing exponentially. 🌐



Framed!: PSAY convenor Lauren Hourigan, PSA health & safety organiser Tracy Klenner and assistant national secretary Basil Prestidge at the Mental Health & Wellbeing At Work conference.

## Loud, bold and clear

HEARING SO many people in one room take the opportunity to talk loudly, boldly and clearly about the importance of Mental Health and Wellbeing in the workplace made for a remarkable day.

From inspirational examples of overseas practice of investing in and prioritising mental health at work, to startling real life stories from some of our own public servants, it was a valuable experience.

The standout moment for me was the presentation by the chief executive of Worksafe, Nicole Rosie. She provided a great challenge to the audience by asking how many people in the room had reported workplace bullying. When only a small

number raised their hands she laid down her take, that with one in three New Zealanders reporting experiencing workplace bullying, she wanted to see everyone's hand in the air in a year's time.

Everyone should be standing up against workplace bullying, it should be the norm to talk about it, to think about it and of course, to report it. We can and must do better in Aotearoa New Zealand on this issue.

I look forward to taking the learnings, and the many challenges from this day away and developing my practice as an organiser, with my team of delegates and members.

**na Amy Ross, PSA**

# Claire Wooldridge-Way: A health & safety star

In May this year Claire Wooldridge-Way, a PSA member working as a biodiversity supervisor with the Department of Conservation, was honoured for her work as a DOC Health & Safety representative.

ON TOP OF being awarded a Spirit of Service award at the Unleashing The Power Of Engagement health and safety conference, Claire took away the Supreme Award (a carved taiaha).

The awards were a recognition of her work following the 2016 Kaikoura earthquake in building a system to monitor not just physical safety, but also mental wellbeing.

As noted by DOC Director-General Lou Sanson, Claire's nomination was made more significant by being the only one by a government department and union together. "This reflects our increasingly strong collaboration and relationship with the PSA".

our DOC team had taken a shock - both in Kaikoura and in Blenheim. Indeed we are still finding out what our new normal is.



them and to get a large organisation to respond.

Ultimately we were enabled to do whatever we thought was right for our team. We have had all kinds of people come and talk to us, we have had random acts of kindness days, we have given time off to sort out insurance, we have had "big red chair" opportunities for people to tell their stories.

Working out our culture of speaking up, saying 'we need help' or 'I can help' has been essential to our team being able to carry on.

Being recognised by my peers for something I felt is so important was pretty overwhelming.

For me personally this has all been a massive learning curve. I have learnt a huge amount about myself and am increasingly educated and informed to help others directly and indirectly. ☺

## IN HER OWN WORDS:

Living in Renwick near Blenheim we were affected like the rest of the region by the earthquake. In the aftermath it became apparent that

Responding to wellbeing is still so new. Give people a broken leg and everyone knows what to do, but when someone has an outburst and acts irrationally or out of character it's much harder to both speak to

## Mental Health Awareness Week October 2018

THE THEME for Mental Health Awareness Week this year - from 10-14 October - is Let Nature In, strengthen your wellbeing | Mā te taiao kia whakapakari tōu oranga!

Among the resources prepared by the Mental Health Foundation is a set of workplace tips and activities for letting nature into your workplace.

Suggested activities are grouped under the Five Ways to Wellbeing:

- Connect
- Give
- Take Notice
- Keep Learning
- Be Active

### Parents and caregivers take note

Other activities that are being

promoted for the week include a colouring competition in time for the school holidays for children aged between 4-12.

The competition is open until 26 October and the colour in page is available now at [www.mhaw.nz](http://www.mhaw.nz) ☺





①



②



③



④



⑤



## A QUICK GUIDE TO THE PHOTO GALLERY

1. The PSA's DHB bargaining team
2. The DHB Sector Committee at work
3. PSA members at a Mental Health Inquiry meeting
4. Banner production for industrial action
5. Banners in solidarity with other strikes
6. Supporters of the DHB Admin claim
7. Samantha Tottenham and Amanda Sykes with the Prime Minister, Jacinda Ardern
8. Members of the State Sector Committee
9. Community Public Services members
10. The PSA staff waiata group at MSD
11. DOC national delegates in Wellington
12. Delegate education in action
13. Members of the Public Service Sector committee





## Equality, Empowerment and Diversity

The morning of Thursday the sixteenth of August the conference rooms of the Jet Park hotel in Auckland fill with song. It is the first day of the PSA's Women's Network Conference.

HELD EVERY TWO years, the conference is a chance for members of the network to meet, mingle, and make plans to improve the lives of working women in Aotearoa. The energy and excitement that fill the room was hard to miss, with the almost 80 attendees travelling from all over New Zealand to be there.

For some attendees, this was the first time they have ever been to this kind of event. This might also be the most they've seen of the PSA as an organisation. It is their first real look into how their union works, and what it has been doing and can continue to do for women.

### EQUAL PAY FOR EVERYONE

With the Care and Support settlement of 2017 extended to Mental Health support workers this year, and more equal pay claims ahead for PSA

members, the momentum behind the equal pay campaign is only growing. The Women's Network has been the driving force behind its current success.

Georgina Kerr and Dolly Larkins spoke about what unequal pay means for Māori women, and how much of an impact being paid fairly can have on the lives of Māori women and their whānau. Māori women are underpaid at far higher instances than Pākehā women. It is important for us to talk about the broader issues of why Māori women experience pay discrimination, which include not just pay issues, but the ongoing systemic and generational impacts of discrimination. Georgina reminded us that protection of culture is just as important and necessary for the wider women's movement, and can't be ignored or forgotten.

When looking at unequal pay, it is crucial to look at the different pay gaps. The pay gap for Pasifika women in particular is the greatest when compared to Pākehā men. We heard from Jennifer Laulala and Kahu Lousiale-Tahaafe about their experience as Pasifika women in work, how their culture defines and shapes how they interact with the working world in Aotearoa, and the value they bring to workplaces.

### FAMILY VIOLENCE AS A WORKPLACE ISSUE

The issues that face women's working lives are inseparable from the issues that affect all aspects of our lives. This is never truer than women who are experiencing family violence in their homes. Family violence bleeds through and affects all aspects of a person's life. Sometimes a person's co-workers might be the only other

people who know. Having safe and secure workplaces are crucial to victims of family violence being able to leave.

Member of Parliament Jan Logie spoke to us about how the PSA, and specifically the Women's Network, had been crucial to the success of the Family Violence – Victim's Protection bill. It was the work of our members and network at every level that made this bill possible. Former PSA President Paula Scholes was a huge proponent for the bill, and was the person who convinced the Greens to back it as a private member's bill.

Jan thanked everyone attending for their part, saying that this new and vital law wouldn't exist if it wasn't for the work done by the network. She shared some sobering statistics about the number of women who experience family violence who end up out of work. Women can't take the necessary time off from their jobs in order to attend their court hearings to obtain justice, let alone the time required to relocate safely, make sure children are looked after, or deal with the health effects of family violence.

## HELEN CLARK

We had the privilege of listening to Rt Hon Helen Clark in conversation with PSA president Janet Quigley. Helen and Janet discussed everything from Helen's early experiences as an MP, her opinions on the place for Women in government and leadership, and ways to empower and strengthen women's positions here and around the world.

Her early career as one of only a handful of female MPs shows a stark difference to the kind of parliament where our female Prime Minister takes three months off on parental leave. She discussed the sexism she



Women's Network members participating in 'craftivism' - a movement designed to destigmatise crafts that are often done by women. During the Women's Network conference attendees made pink felt hearts to show support for the DHB Administration workers equal pay claim.

faced as Prime Minister as being the biggest challenge she faced.

## EQUALITY, EMPOWERMENT AND DIVERSITY

Day two opened with the namesake panel of the conference. There was barely a dry eye in the room as each panellist got up to share a bit about their lives, their path to leadership, their struggles and what it meant for them. Everyone had unique and varied life experiences that informed and shaped who they were, and why they ended up pursuing the career paths they have.

Sally Dellow closed the panel out by discussing the difficulties of being a transgender woman, the history of discrimination against trans people, and how they suffer job and pay discrimination at rates much higher than cisgender women, and the impact this has on mental health.

## A CHANGE IN THE AIR

It's hard to mistake the energy and drive for change that leaves the conference alongside the women who attended. Many will be taking not just inspiration, but action with them back

to their hometowns, workplaces and communities.

With a new Women's Network Committee elected, there's a clear pathway ahead for what's next for the network, and a strong leadership team to get us there.

When faced with the reality that the Women's Network's actions, and the positive impact that we have had on changing the laws in New Zealand is pretty exceptional, and a power that can't be underestimated. When we connect our voices together, we are stronger than we are individually.

Women make up 70% of the PSA, but only around 4,500 women are members of the Women's Network. These women have chosen to stand up and participate, and the stronger the network becomes the more we can achieve.

### na Jem Yoshioka.

*If you want to join the Women's Network, you can do so online by logging into MyPSA and choosing the Women's Network from the 'networks' page.*

*Or you can call us on 0508 367 772. ☎*

# Are we there yet?

The exhibition **Women and Equality in Aotearoa** at Auckland Museum has put the fraught story of gender equality across the 125 years since women gained the vote in New Zealand into a 21st century context. This feature article gives some insights into the making of this exhibition.

THE 125th ANNIVERSARY of suffrage being celebrated in New Zealand this year is a springboard for discussion of a broadsheet of contemporary issues: equal pay, reproductive rights, gendered violence, online trolling, legal rights and body image.

For Auckland Museum's head of exhibitions, **Victoria Travers**, the year-long work that went into *Women and Equality in Aotearoa* was about inspiring a conversation.

**Victoria:** *Are We There Yet?* feels more important than any other exhibition I've worked on in my time at Auckland Museum. Right from the start, the team realised that an exhibition to mark suffrage would not have been right if we had kept it as simply a history show celebrating being the first in the world. When we started working on it, the Global Women's March had just happened, unions and Kristine Bartlett had just been successful, and we of course had our own lived experiences of overt and casual sexism to draw from. In order to be relevant for our audiences, it's important to see the past in the context of the present, and this exhibition strives to do this.

To look into the faces of these women from 1893, 84% of whom enrolled to vote, and wonder how they'd feel about where we are now. I wonder if they'd believe we are still protesting this sh\*&?



Three of the powerhouses behind the *Women and Equality in Aotearoa* exhibition at Auckland Museum: Victoria Travers, Nina Finigan and Rebecca Lal

Two members of the team behind the scenes for this exhibition are PSA members **Nina Finigan**, curator, and **Rebecca Lal**, writer/ editor. They share some of their thoughts here:

## NINA

Being involved in the curation of this exhibition was galvanising, inspiring and a little daunting.

It deals with a subject that is close to my heart and highly personal so I felt a huge responsibility to do this complex history justice. But this exhibition also allowed us to explore different ways of curating and interpreting the past for a diverse, contemporary audience.

In this context, my job is to find the threads that connect the past to the present and to pull on them to

see where they take us. Exhibitions like *Are We There Yet?* allow us to collapse time and space, to show that history is a continuum and that the past is very much alive. That's where the magic happens in museums.

## REBECCA

One of the truly great things about working on this exhibition was the conversations I had with my colleagues.

We talked about our experiences as women – and men – the good stuff and the not-so-good stuff.

What we hoped the exhibition would do, among other things, is open up conversations on pay equality, legal rights, violence against women. It did for us and I hope it has for our visitors. ☺



**The Women and Equality in Aotearoa exhibition at Auckland Museum is scheduled to run until 31 October 2018. For details see [www.aucklandmuseum.com](http://www.aucklandmuseum.com)**

This exhibition has brought together a wealth of material - from posters and publications from the Museum's collection to portraits of 30 women alongside a quote from each to a data section created in conjunction with Figure NZ, as well as a short film directed by Gaylene Preston. Here are some curatorial highlights penned by AM's team:



**Nina Finigan:** Women's history is complex. Messy. Contradictory. There is no one narrative and no one experience. This anniversary presented the Museum with an opportunity not just to put on an exhibition but to engage audiences across many formats and mediums, ensuring that the conversation was as inclusive and far-reaching as possible. With this in mind, the Spinoff and Auckland Museum collaborated on a series of podcasts called Venus Envy. Hosted by Noelle McCarthy, Venus Envy engages women from many different perspectives and discusses everything from the #MeToo movement, to domestic violence, to trans activism, to leadership, feminism and toxic masculinity.



**Victoria Travers:** Data is power, and data is powerful. For our visitors contemplating whether we are, indeed, 'there yet', the exhibition puts the numbers on display. This has provoked some of the strongest emotional reactions of visitors to the exhibition. For every dollar a man earns in New Zealand, a woman earns 91 cents, and men out earn women no matter the level of qualification. We still have far to go.



**Nina Finigan:** *Are We there Yet?* presented an opportunity to highlight Auckland Museum's Documentary Heritage collections – our photographs, manuscripts and publications. Among the many treasures on display is a selection of work by Gil Hanly, one of Aotearoa's most important documentary photographers. In a career which spans decades, from the 1970s to the present day, Gil has been on the frontline of protest, capturing some of the most socially and politically significant moments in New Zealand's history.



**Rebecca Lal:** We wanted to create a dialogue with the exhibition text to get visitors to engage with the social issues we were looking at. With this in mind we used a lot of questions in the section introductions, addressing visitors as 'you' and asking them what they thought about where women are today. We also tried to instil an activist voice to go with the visuals and to acknowledge the long fight women have had and continue to have.

# Hot Words & Bold Retorts!

ONE OF THE stand outs of Auckland Museum's Women & Equality in Aotearoa exhibition - featured on earlier pages - is Gaylene Preston's especially commissioned short film: *Hot Words & Bold Retorts*.

After "messaging around" with ideas, inspiration for the film arrived out of the blue in Preston's own kitchen by way of listening to a series of voices from the past on RNZ's Jesse Mulligan show one afternoon.

"What I heard on the radio that day were some very well recorded, very staunch and perky voices of women recalling the general election of 1893. I immediately pricked up my ears - and followed my nose after that really!"

The voices belonged to four women from the era of the Suffrage petition who were recorded years later and preserved at Ngā Taonga Sound and Vision: Hilda Lovell-Smith (1876-1973), Helen Wilson (1869-1957), Arabella Manktelow (1871-1963) and Ellen Peryman (1868-1947).

The seven minute film created by Preston brought together present day actors Jean Sargent, Lucy Lawless, Chelsie Preston-Crayford and Miranda Harcourt who became the "faces" of the voices, lip-syncing the words from the recordings. It was shot on a single day at the Ewelme Cottage in Parnell, in a process

Preston describes as being "a bit like making a patchwork quilt". It's a simple but haunting way to breathe life into the recollections of those remarkable women.

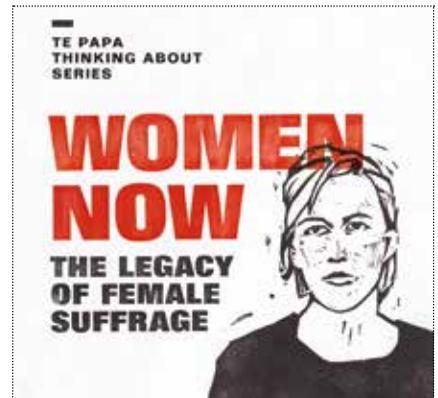
The project affirmed to Ms Preston the massive achievement by the suffragists.

"In 1893, in a long skinny country, women weren't allowed to go out on their own without someone from the opposite sex with them, so they took their 14 year old son in the horse and buggy and drove for miles to stand on a doorstep and knock, asking people to sign the petition. And they had no idea what the reception was going to be.

"We tend to think, nobody died, we didn't have to throw ourselves under the hooves of horses or go on hunger strike or chain ourselves to railings, we didn't have to fight for it. But actually it's a measure of the enormous success of NZ women – and it is a tribute to them and the men who understood that equality of purpose and universal franchise was really important." 🌟

### na Jessica Williams

- You can read a write-up of this interview in full at [psa.org.nz](https://psa.org.nz)
- You can view *Hot Words & Bold Retorts* on You Tube at <https://youtu.be/Jcj-DnGOct0>



## Enter the draw

We have two copies of the first volume in Te Papa Press's new 'Thinking About..' series to give away.

It brings together 12 essays on the situation of New Zealand women since 1893 and the challenge ahead. Each writer, including two men, was given an object of significance to the story of New Zealand women from Te Papa's collection and asked to respond to the object in whichever way they chose. Objects included a union Medal for Valour (1912), a packet of contraceptive pills (1965), a Women Can Do Anything badge (1970s), a Women Want Equal Pay tea towel (1985) and a Pussy hat (2017).

Book editor Bronwyn Labrum captures the challenge with this question: "What will **you** do to advance women's rights and equality in 2018 and beyond?"

### HOW TO ENTER

Please send an email to [editor@psa.org.nz](mailto:editor@psa.org.nz) with **WOMEN NOW** in the subject line and a comment about how you are responding to Bronwyn's question above.

# Remarkable people

In this edition of the PSA journal we're introducing a new section: PSA People. In the following five pages 'people stories' are sourced from across the PSA, beginning with brief profiles below of a member, a delegate and a union organiser.

## Ariana Tikao - te ao Māori

The worlds of music and manuscripts happily mix and mingle in PSA member Ariana Tikao's busy life. They intersected during NZ Music week this year when Ariana only had to walk down one flight of stairs from her job as Research Librarian, Māori at the Alexander Turnbull Library to take part in a celebration of women's song. Originally from Ōtautahi, one of the highlights of Ariana's seven years at the Turnbull was working on the papers of James Cowan (1870-1943) to find they included an interview with her great grandfather. You can sample her parallel career in professional music at [arianatikao.com](http://arianatikao.com)



## Robert Sisterson - award winner

Robert Sisterson's diligence as a PSA delegate at NZ Defence Force (NZDF) saw him become the fourth delegate to receive a Delegate Achievement Award since the last PSA Congress in 2016. Seen here with PSA board member Caro Fisher and supportive colleague Ani Walters, Robert accepted the award at NZDF on 10 August where he was commended for his clear, disciplined and purposeful leadership. In return Robert said he had found this mahi "immensely rewarding at a personal level". Other achievement awards made since 2016 have gone to delegates Louise Morgan (Auckland DHB), Kate Hamilton (MSD) and John Ravlich (NZ Customs Service).



## Mike Ingpen - a unionist forever

In the same year as he received his 30 year 'PSA pin', Mike Ingpen, who began his career at Inland Revenue, has called it a day on his working life as a union organiser. Speaking at Mike's farewell in June, national secretary Erin Polaczuk singled out his contribution to "coaching and motivating colleagues", positive feedback from PSA members and years of work with Public Services International. NZCTU president Richard Wagstaff praised Mike for his intelligence, tenacity, patience and sensitivity, and assistant national secretary Basil Prestidge said he was valued as "a huge source of strength".



# 'Rubbing shoulders'

SEPTEMBER MARKS THE beginning of an exciting new chapter in the history of the Dictionary of New Zealand Biography when it resumes production with 25 new biographies of women timed to celebrate the 125th anniversary of women's suffrage in New Zealand.

Among the new entries will be one for activist Eva Rickard - pictured at right.

The Dictionary was originally produced between 1990 and 2000 as a series of five print volumes, which included around 3000 biographies of deceased New Zealanders. The biographies, which ranged in length from 500 to 4000 words, brought together the lives of a diverse range of people. Prime Ministers rubbed shoulders with criminals, artists with business moguls, unionists with bishops, and textile workers with entertainers.

Production ceased in 2000, when funding was exhausted and the programme had reached a point in

time when too many key people were still living to make a new volume feasible.

After it passed from Internal Affairs to the Ministry of Culture and Heritage it received a new lease of life in 2001 when all the biographies were made freely available online.



Source:  
Alexander  
Turnbull Library

In 2010 the Dictionary website was merged with Te Ara: the encyclopedia of New Zealand, another major reference work produced by the Ministry. Also in 2010, 15 new

biographies were added to the Dictionary - the first in a decade.

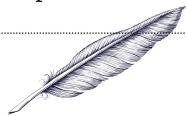
## ANNUAL UPDATES

In 2017 the Ministry decided to resume production. Rather than plan another 600-biography volume, the Ministry decided to produce at least 20 new biographies annually on an ongoing basis for digital publication.

A selection panel will choose people from a variety of backgrounds and areas of interest with the aim of balancing regions, genders and ethnicities. Subject experts will write the entries and they will be published alongside a variety of images and sound and video recordings.

The focus will be on people who came to prominence in the mid-twentieth century, along with a few from later decades who are of particular public interest. 🌐

**na Tim Shoebridge, PSA member and Senior Historian at the Ministry of Culture and Heritage**



## Letter to the editor

Dear [editor@psa.org.nz](mailto:editor@psa.org.nz), the 'Turning back time' article in the last edition of the PSA journal definitely brought back memories of my time working at the Tourist and Publicity Department as a clerical cadet.

This was back in January 1971, I was based in their Head Office in Wellington, and I joined the PSA on my first day.

During my time in Wellington I boarded at the Public Service Girls' hostel in Thorndon. There was also a Public Service Boys' hostel near the

monastery in Oriental Parade and both these establishments provided accommodation for young public servants newly arrived in Wellington. How institutionalised that seems today!

Later in 1971 I transferred to the Government Tourist Bureau office in Christchurch. The office was located in the Government Life building in Cathedral Square but the building has now been demolished as a result of damage caused by the 2011 earthquake.

I worked there for 11 years full-time and then part-time until the department closed in 1990. I don't think many people realise that the term 'taking a Tiki Tour' may have had Tourist Department origins as the Christchurch GTB office arranged and operated Tiki Tour coach tours throughout New Zealand for many years.

Thank you for your article and the trip down memory lane.

**Regards, Jenny Goodman - Member, CPS Sector Committee**

# Susanne Tapsell: Leading by inspiration

na Daniel Haines

I couldn't think of a better recipient for an award to recognise and celebrate outstanding service than Susanne Tapsell.

It was a telling sign of her humility that when Susanne was presented with the Marlene Pitman Award she simply stated "I was overwhelmed at being chosen for this, and I'm still overwhelmed".

Having worked with Susanne, I can attest that she is a powerful advocate worthy of the mana and tāpae toto of the award.

As the first-ever Māori Enterprise Delegate at Auckland Council, she always makes herself available to tautoko other members of the rūnanga komiti, supporting their mahi and guiding their development.

## A POWERFUL CAPACITY

As a support person, Susanne has a powerful capacity to imagine herself in the shoes of the members she is representing - ensuring that workers are treated with dignity and respect.

I admire the fact that Susanne has the well-being of Māori delegates at the forefront of her actions, follows kaupapa Māori and is always available to awhi delegates when needed.

It's her way of consistently empowering Māori to be Māori at work, added to by seeking to create spaces where Māori can network and whakawhanaungatanga to each other.

Her passion for social justice, her altruism, and her true, humble leadership is an inspiration. ☺



Marlene Pitman Award winner Susanne Tapsell supported by members of her Auckland Council whānau and PSA members: Otene Reweti, Dan Haines, Sally Simpson, Suzanne Swift (back row); Janet Quigley, Susanne, Chayce Glass, Benedict Ferguson (front row).

## In memory of Aunty Marlene

na Chayce Glass

*Ko te whaea te takere o te waka.*

Kia ora te whānau o PSA! Being in attendance at the Hui Taumata of Te Rūnanga o Ngā Toa Āwhina for the awarding of the Marlene Pitman Award - for the first time - meant the world to me.

Marlene was my much loved aunty, and witnessing the wahine toa that she has given me a lifetime of confidence that wherever you're born or come from you can get out there and make change happen. Tokoroa was home for Aunty Marlene, taken away from us at just age 46, and alongside being a force for social justice in her work as a social worker (at CYF) she was always described as larger than life ... and very big on unions!

When I have any 'wins' in my life now as a medical student, my



thoughts turn to how much I wish I could share them with Aunty Marlene, and talk with her, and be wrapped up in her inescapable aroha. Aunty Marlene was a pillar of our whānau, a loving mum to Shanice and grandmother to Skye. For her memory to be kept honoured in this way and for the award to go to a humble battler behind the scenes like Susanne means everything.

*Ngā mihi aroha.*

# The first legislation of its kind

WE ALL LIKE to be winners, we all like to come first, to achieve and to be part of a successful team – I know I do!

On 25 July this year that happened for me, for our Union and also for our country when our Parliament passed the Domestic Violence Victims' Protection Act – the first legislation of its kind in the world and something that our Union has been advocating for since 2011.

This all started for me when I was President of the PSA and a woman, Ludo McFerran, who was project manager for an Australian initiative "Safe at Home, Safe at Work" contacted me asking for our support to set up meetings with business leaders, Government Ministers, policy advisors, union leaders, academics – everyone and anyone that she could speak to, to encourage NZ to look at what they were doing in Australia to support the victims of domestic or family violence. Australian unions were advocating for additional paid leave for these employees so that they could do things like move house urgently if their abuser found out where they were living.

As Ludo explained it to me, if we could support these women - and let's face it the victims of family violence are predominantly women - to stay in employment, then all the research showed this could be a path to a safer life and better life outcomes for the women *and* for

their children. Being a scientist, I was half way there the minute she mentioned 'research' and with



Jan Logie, Green Party MP and Parliamentary Under-Secretary for Justice, with Paula Scholes.

better life outcomes for the kids. I was sold. And so was pretty much everyone we arranged for Ludo to meet, even Business NZ, the Auckland Chamber of Commerce and National Party MP's. They all said "this is a good thing" and "it's time for this".

But like so many good things, it has taken time. Looking back, the reality is that this has taken many champions starting with Ludo back in 2011 through to Jan Logie.

Our union has been a strong advocate for this legislation but that hasn't been our only initiative, we've developed fact sheets to support members, delegates and employers, model clauses to be included in CEAs, advocated with employers and politicians and many other activities.

As a result, many of the PSA's collective agreements already contain provisions that support employees who are the victims of family violence and this world leading legislation will spread those entitlements to all NZ employees – they don't have to rely on having an understanding employer or a strong union to support them.

The passing of this legislation means all NZ workers will have access to employment provisions that support them to be "Safe at Work, Safe at Home".

I'm proud that our Union has been a part of this and you should be too. ☺

**na Paula Scholes, PSA member and former PSA President**

## A THANK YOU NOTE

**From Jan Logie, MP:**

*Dear PSA Crew,*

*Just a quick note to properly acknowledge your pivotal role in getting the Domestic Violence Victims Protection Act into law.*

*Bringing Ludo out, committing to research and economic modelling all meant we were able to effectively manage the debate. I know you all did lots more too.*

*I hope our collective efforts will help others to successfully lobby their government. I hope you're feeling properly chuffed. Thanks **so** much.*

# Calling attention to mental health

SINCE THE LAST edition of *Working Life* - where we featured a story about a dark comedy directed by PSA member Jane Yonge about the challenges of cultural identity in our workplaces - another play has taken centre stage with another strong satirical and absurdist take on an equally serious issue: mental health.

Two of the three actors in the production, *Welcome To Self Co*, are PSA delegates - Michaela Spratt and Tatiana Daniels. After a successful run at the Auckland Fringe it gained a place in the 2018 free season of the Edinburgh International Fringe Festival in August.

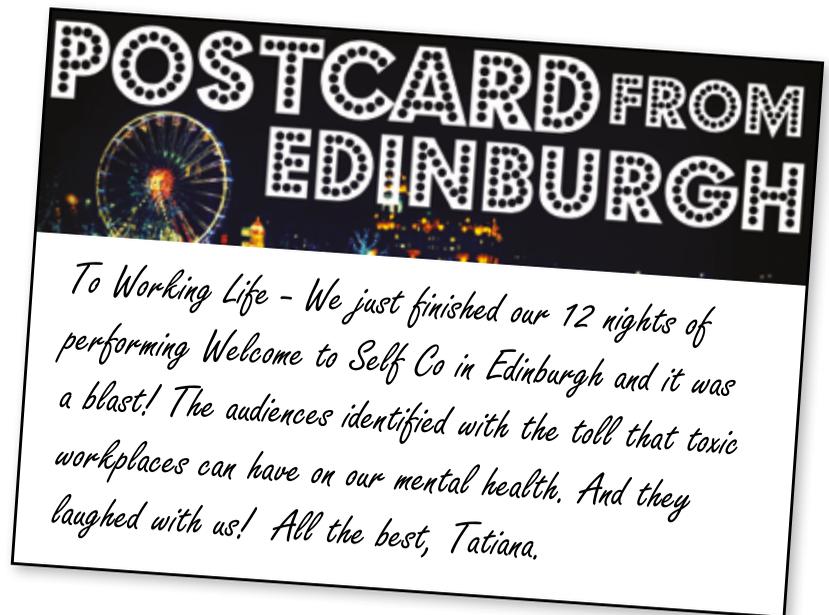


The cast of *Welcome To Self Co*: Michaela Spratt, Hope Kennedy-Smith (who is also the play's writer) and Tatiana Daniels. By day Michaela is a community liaison officer with MSD and Tatiana is a court registry officer with the Ministry of Justice.

## WORKPLACE EXTREMES

All of the actors and director Patrick Graham brought their own experiences with mental illness to the play's provocative depiction of a 'workplace' (and headspace) that literally trades off the pervasiveness of depression and "existential dread".

A key premise of the play centres on the extremes that lead workers to lose touch with their friends, obsess over work and submit to being locked into working on menial tasks at weekends. Or as the promotion for the play puts it: "At a time when precarious and unpaid work, zero-hour contracts and increased rates of depression are on the rise (this play) challenges audiences to not only come to a deeper understanding of what depression feels like for those experiencing it, but also one of its causes - the way we work today".



## THINGS TO TALK ABOUT

Nicola Corner, of the Mental Health Foundation, reviewed the play and praised the way it taps into the "feeling of being trapped on a plane that you can't seem to get off, of being sapped of your physical and mental energy, of constantly pushing to regain control".

It is also a play that gets plenty of laughs and builds to an expressive, cathartic ending.

Tatiana, a first-time actor who was travelling to Europe for the first time, adds: "For myself I appreciate that I feel less stigmatised and more valued in my own working life through being an active member of my union." 🌟

# PSI meets in Nepal

IN JUNE NATIONAL Secretary Glenn Barclay attended a meeting of the Asia-Pacific Regional Executive Committee of Public Services International (PSI), held in Kathmandu.

PSA is an affiliate of PSI, which is the global union federation for those working in public services. Among the interesting work going on in PSI the meeting

heard reports from different parts of the region, where many unions are battling basic issues around union rights and the rights of public servants, as well as privatisation of

core public services such as water. Amid some of the challenges being faced around the region the election of a worker-friendly government in New Zealand stood out.



Major issues that PSI is addressing in the region this year include tax justice and trade. There are some exciting developments coming out of Australia where unions have

challenged tax avoidance by multinational and other corporations, and widespread concerns about trade deals: the CPTPPA - that NZ is party to - and the Regional

Comprehensive Economic Partnership (RCEP) being driven by China.

Planning for the regional conference in Bali next year was also

undertaken, with a similar theme to this year's PSA Congress being considered – namely something on the future of work and public services. ☺

## PSA Travel Insurance

### Member Exclusive

- Discounted rates
- Easy online quoting
- Special policy features
- Different price options to choose from
- 53 Pre-existing medical conditions automatically covered

### Getting a Quote is Easy

Visit the 'PSA Plus' page on the PSA website:

[www.psa.org.nz/travel-insurance](http://www.psa.org.nz/travel-insurance)

Follow the 'get a quote' button, you can then proceed straight to purchase and cover starts immediately.

Your policy will be underwritten by Chubb Insurance New Zealand Ltd, a Chubb company.





# Dark chapters

AT THIS YEAR'S International Film Festival the film *Bisbee '17* was billed as a rich, compelling documentary. UnionAID executive officer **Michael Naylor** gives his take:

Bisbee, a small town in Arizona with postcard perfect streets and a dark history. How dark?

In 1917 the County Sheriff and his deputised volunteers rounded up about 1200 striking copper mine workers, and supporters, and at gun point forced them on to a train destined for the middle of New Mexico desert 11 hours away.

None of the deportees returned to Bisbee and for nearly a century the remaining townsfolk's descendants have spoken little of it.

*Bisbee '17* sets out to bring this

historic event out into the open. It follows a plucky group of local community members organising a re-enactment of the deportation on its 100th anniversary. I enjoyed the fact the film makers didn't take sides. Instead they let the community tell the story and give their take on the rights or wrongs of what happened.

Some are appalled by the deportation and its racist undertones (a majority of deported miners were of Latino or eastern European origin) while others readily justify the acts of their parents and grandparents as a necessity for law and order.

The divergent views clearly reflect the broader political divide in the USA today. Parallels to present day debates about migration and border walls are easy to see, and made

*Bisbee '17* feel far more relevant than the re-enactment that it slowly builds towards, punctuated by a quirky series of sometimes distracting side stories.

Sitting in behind the the story's cathartic trajectory, lurks the big question of whether confronting the town's dark history has changed the attitudes and values of the local residents today. It's a question that remains largely unanswered.

I'd recommend *Bisbee '17* both as a fascinating piece of union history and as a timely warning of how easy it can be to toss aside human rights in times of fear.

- **UnionAID.org.nz** funds projects to improve the rights and livelihoods of working people in developing countries in the Asia-Pacific region. 🌐

## ILO nears centenary

PLANS ARE UNDERWAY for a global celebration of the 100th anniversary of the founding of the International Labour Organisation (ILO) next year.

The ILO was founded in 1919 and become the first specialised agency

of the United Nations in 1946. It is the UN's only tripartite agency bringing together governments, employers and workers.

Reporting from the G20 Labour and Employment Ministers' meeting in Argentina this month, *ILO News* reported that the rapid changes affecting the world of work, as well as the need to reshape lifelong

learning were at the centre of discussions. Ministers of Education joined the meeting for the first time.

Two declarations were issued to go to the G20 Leaders' Summit in Buenos Aires later this year - one on the future of work and one focused on the importance of coordinating employment and education policies. 🌐

# A key battleground of our times

*This month the latest book from best-selling author, journalist and academic Max Rashbrooke and Bridget Williams Books hits the bookshelves. Here are some insights from Max about 'Government for the Public Good':*

## **How would you describe the process of writing this book?**

In brief it's been a fascinating – and sometimes surprising – process of digging into the evidence about when the tasks performed by governments succeed, when they fail, and how well the various market-based reforms of recent decades have fared.

## **Why this topic, and why now?**

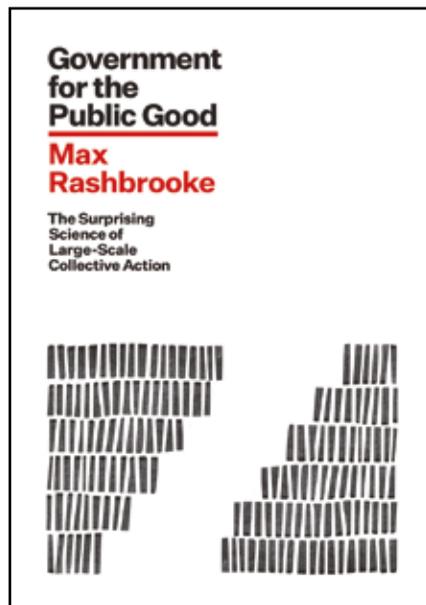
One of the things that has long troubled me is the assumption that market-based government reforms of recent decades have succeeded - whereas it can be argued they have largely failed.

I've also found a widespread inability to defend the idea that government works troubling. While ideas about 'what works' can sound dull, they are in fact crucial to public debate in New Zealand.

Of course people still want government to do a wide range of things, and yet they also have a real difficulty explaining why government might make good use of our money and achieve our goals in a reasonably efficient way.

## **What evidence did you find?**

There is very strong international evidence that if people don't think governments are good at delivering desired services, they simply don't



trust them and will refuse to provide them with the tax revenue they need to achieve our collective goals.

The questions about government's effectiveness form one of the key political battlegrounds of modern times.

## **How does this contrast with people's ideas about markets?**

The contrast is striking. Most people have no great ideological love for 'the market', but they can very readily recite a story – a condensed model, if you like – about how markets get things done efficiently, through competition allowing firms to offer consumers a wide array of choice and competitive pressure weeding out the worst performers.

Often, the response to these points is to attack the market, but in its place it is quite a useful tool. And such arguments have limited persuasive power because they are largely negative.

## **What are you suggesting we need?**

At this moment of ideological ferment, when questions about states and markets are once again up for grabs, what we need instead, I believe, is a powerful but grounded defence of the government sector based on the evidence about the forces that actually make it work well. For me this has been a journey that has taken me away from a sole focus on New Zealand and into a much wider story about how government has changed across the Anglosphere since the 1980s. This includes how it could be reformed, along genuinely 'public' lines, to make it fit for the 21st century.

## **What can people who spend their working lives providing public services take from this book?**

I think the book will provide a refreshing change from the normal narrative, presenting evidence that the jobs to which they devote their lives are actually a pretty good way of getting things done, on the whole. My aim has also been to give those readers hope: hope that government can be made even better than it is now, and hope that doing so can help get us through this very challenging century in reasonable shape. ☺

### **CALL OUT FOR REVIEWERS**

**Would you like a copy of this book to review for the PSA journal?**

If you do, please send us three reasons you would make the best book reviewer to [editor@psa.org.nz](mailto:editor@psa.org.nz) before 10 October 2018.



At the  of the hospital

[www.psa.org.nz/equalpay](http://www.psa.org.nz/equalpay)



DHB Administration and Clerical Workers are



A flashmob action organised by and for PSA members  
Midland Park - Lambton Quay, Wellington - Friday 29 June 2018



# Holiday homes + apartments

Now with free wifi\*

Freephone 0800 10 30 90    Email [plus@psa.org.nz](mailto:plus@psa.org.nz)

\*excluding Ohakune