

Working Life

THE PSA JOURNAL DECEMBER 2017





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Working Life: the PSA Journal

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On the cover

Cartoon by Tom Scott featuring some of the politicians from a life spent drawing

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HE AHA TE MEA NUI O
TENEI AO?

HE TANGATA, HE TANGATA,
HE TANGATA.

I want to begin this issue by saying the most important thing I can do for you all: thank you.

Thank you all for your efforts over the last few months. We've asked a lot of you while the 2017 election campaign raged around us. We've asked you to tell us your stories and to lend us your ideas and energy to make sure that the biggest issues for New Zealanders were front and centre in the debate leading up to September 23rd, when an historic new Government was elected.

Thank you to all of our PSA members for your solidarity and your solutions; for your courage in speaking out and your time spent supporting our events and campaigns. Thank you especially to the many delegates around the country – you make everything we do possible by supporting people to come together and think about what we share rather than what divides us.

I'm hearing the word 'change' a lot at the moment, and it's got me thinking about how much things really have changed in New Zealand since my younger days. Sometimes the word 'change' can sound a little vacuous, especially in a political context; like you can never quite pin down what it really means for ordinary people.

My father was a low-paid worker; a grocer. Back in the 60s, that provided enough for me and my three siblings to have a fabulous childhood. Even on a relatively low wage like his, we could spend proper time together as a family and even go on holiday from time to time. And it wasn't just the wages, either – we had a secure home,



Stand Together for a better working life

we were healthy, and we had access to a good education.

When I graduated, I was earning \$2500 per year in my first job as a school dental nurse. That was still enough to eat, live, run a car, and have a good time socially. That certainly has changed.

It's not all about how much money you have, of course. Back then, we had a proper safety net for when things didn't work out, and we had time and space to learn from our mistakes. I think that has changed too – I don't know how I would cope starting out in the workforce these days.

But maybe that's why we're talking about change again so much. It isn't unrealistic that we should all have access to affordable, secure and

warm housing. It's not idealistic to think we should earn wages that pay for us not just to exist but to live. It's not fantastical to want real action on poverty and homelessness.

The sounds we're hearing from our new leaders are heartening: change is on its way. I hope it'll be the kind of change that rebuilds the safety net while recognising that the future brings up a whole load of new challenges. But it's not going to happen overnight, and not without us speaking up. It's more important than ever that we stand together for a better society that recognises the value of the collective and listens to the voices of working people.

But I'm feeling hopeful: when I first entered the workforce, there was no supported childcare for women in the workplace. You could take a year's unpaid leave, but that was difficult when you were living off steam. To see the new Government enacting 26 weeks of Paid Parental Leave is certainly a change from what I knew, and it makes me excited for what's to come.

The future is unwritten and the present is still just a draft. I believe we really do have the opportunity to change things for the better. I hope that this Christmas, while you're spending time with your loved ones and hopefully relaxing and recharging your batteries a bit, that you'll be thinking about this: what would I like to change?

Sure, we have a lot of work ahead of us, but we have each other to rely on. I wish you all a very happy holidays and a new year that truly marks the beginning of something beautiful. 🍷

**Ngā manaakitanga,
Janet Quigley**

State of the Nation

The PSA is currently putting together advice for the new Government on the key issues for our members. *Working Life* caught up with PSA national secretaries Erin Polaczuk and Glenn Barclay to discuss their priorities and plans during this process.



Which sectors of the PSA do you look after?

ERIN: I focus on the DHB sector, parts of the public and state sectors and the CPS sector.

GLENN: I have oversight of the local government sector and Erin and I share that role for the public service and state sectors.

What are members in those sectors telling you the biggest issues are for them at present?

ERIN: DHB sector members are telling us that the cumulative underfunding in the system is really hurting them, whether through overtime requests, work intensification, the impact of unfilled vacancies, or difficulties at the bargaining table. In the public service, there are issues around work culture, intensification, the effect of the housing crisis, and the failure of wages to keep up with costs. Members in the state and public sectors are also keen to ensure we get to bargain pay and address their performance pay systems.

GLENN: The narrow-minded amendments to the Local Government Act such as the loss

of the 'four well-beings', and the imposition of commissioners in Environment Canterbury. Members are interested in promoting the Living Wage in local government, getting pay into collective agreements and challenging the terrible performance pay systems in the sector.

Thinking in terms of the first hundred days, what should be the most pressing issues for the Government to address in each of the sectors you oversee?

GLENN: Better employment law will support improvements in bargaining across all sectors. In local government I would like the Government to tell local authorities that they intend to change the purpose of local government in the Local Government Act, which some councils have treated as an impediment to the payment of the Living Wage. I am looking forward to the Living Wage being paid in the public service too.

ERIN: Bringing the equal pay Joint Working Group back together to give the Government further advice on progressing equal pay is necessary. An amendment to the 1972 Act needs to give effect to the equal pay principles agreed in the tripartite Joint Working Group and make positive fixes to the Act. In the public sector, MECA bargaining could begin, union-only benefits could be allowed, the cap on staffing levels and low settlement parameters could

be lifted, and bargaining fees could be included in collective agreements without any legislative changes. Decisions to contract out could be put through a more rigorous process, including the need to look at the social, environmental and financial implications of such decisions.

Longer term, what's your vision for what each sector could look like?

ERIN: I'm excited by the DHBs' interest in developing a 'high performance / high engagement' strategy and would like to see the sector well-resourced, fully-staffed, with workers having more say over the day-to-day aspects of their work; providing safe, speedy and reliable healthcare for citizens. Included in this would be a fully functioning mental health system, with a plan in place for the recruitment, retention and ongoing training of workers.

GLENN: I want this Government to be an exemplar employer that actively promotes collective bargaining, with a restored sense of the public service as a single entity, and a common set of values and purposes. As part of that, we need common terms and conditions across the public service to support career mobility and ensure fairness, and a true recognition of Te Tiriti that supports the employment needs of Māori. Local government needs greater recognition by central government and a better sense of its own constitutional place. ☺

CTU CONFERENCE

THE COUNCIL OF TRADE UNIONS' 2017 Biennial Conference was held at the end of October, and featured a variety of interesting speakers and topics.

Keynote speaker Armine Yalnizyan (Canadian Centre for Policy Alternatives) gave her speech on the concept of the social wage, tertiary education and skill learning,

and rebalancing the employment relationship in the modern working environment. You can read more in an interview with Armine on page 12.

The Prime Minister also spoke on day one of the conference; outlining her vision for workplace relations under the new Labour-NZ First Government and praising the work of the PSA in raising important

issues and advocating for workers. James Shaw spoke energetically about environmental issues facing the new Government on the second day of the conference, followed by a rousing discussion with guest speaker Sally McManus from the Australian CTU, who spoke on the "new low" of Australian Federal Police raids against two union offices in October 2017.

ŌTAKI SUMMER CAMP

ŌTAKI SUMMER CAMP is for young people who care about political issues and ideas. It's a chance to hear and discuss interesting ideas, meet and get to know others who care, and explore local mountains, forests and rivers with experienced guides.

This three-day summer camp is open to anyone aged 17 – 30 years old (though if you are a bit outside this age range and would like to come, you are welcome to get in touch with the

organisers). It takes place from January 19-22, 2018. Organisers include Nicky Hager, Kimberley Collins and Wiremu Demchick, as well as a variety of other volunteers who've been involved in issues of justice, free speech and the environment.

Some assume young people in New Zealand don't care about politics, yet many youth care deeply about the issues affecting Aotearoa and the world. It is more correct to say young

people have felt ignored and left out of politics.

The camp will be welcoming, fun, and safe. Organisers have kept the price as low as possible and will provide transport from Wellington. All they ask is that people arrive in time for the Friday night festivities, treat other attendees with respect, and follow the code of conduct.

<https://otakisummerncamp.com>

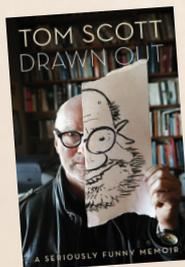


COMPETITION & WINNERS



CONGRATULATIONS to the following winners of our September competition: **Diane Craig, Jenny Arnold, Peter King, David Phipps** and **Emily Funnell**. Copies of our *Progressive Thinking* booklets on tax and housing are on their way to you!

This issue, it's a double whammy with two competitions and two sets of prizes on offer!



Firstly, we're giving away a copy of Tom Scott's hilarious and heart-breaking new memoir, *Drawn Out*.

To enter the draw to win, send us an email at competition@psa.org.nz with your name and phone number by January 15, 2018. You can read more about Tom's book on pages 14-15 of this issue.

For the kids (and the young at heart), our popular colouring competition returns on page 30 of this issue!

To be in to win, post us your entries to Working Life, PO Box 3817, Wellington 6140, or scan and email it to workinglife@psa.org.nz by January 15, 2018.

One grand prize winner will receive a PSA picnic blanket, drink bottle, colouring set and other PSA swag.

For four runners-up: a colouring set and some PSA swag.

JOHN SHENNAN'S RETIREMENT

THE PSA SAID farewell to veteran organiser and stalwart John Shennan in November, who retired after 45 years in the union movement. John has always been a vociferous advocate for workers and a transformational political thinker, and he has acted as convener for Unions Manawatū for the last twenty years. John joined the PSA in 1972 as a delegate and went on to work as an organiser, famed for his tireless advocacy and oratory skills

as well as his seemingly endless supply of bow-ties and braces.

John's retirement function was held on October 31 in Palmerston North and attended by friends and colleagues from the past three decades. PSA national secretary Glenn Barclay praised John's strategic thinking and planning, his democratic style as a leader, and his knowledge and invaluable contribution to the PSA. Kia kaha, John – we wish you the best.



BRIEFING THE MINISTERS

ONE OF THE PSA's most important functions that often goes unnoticed is its role in informing and influencing politicians about the biggest issues facing workers.

With the election of the new Government, the policy team in Wellington have spent several

long weeks preparing Briefings to the Incoming Ministers (BIMs), which are detailed documents outlining PSA policies and concerns on all manner of subjects where new Ministers are being briefed – health, local government, state services, workplace relations and safety, among many more.

At present, PSA national secretaries are hard at work alongside the policy team in meeting with many of the new Ministers and offering a lay of the landscape on issues affecting members. These BIMs are a useful source of information about the state of the nation, and they will be available online from the PSA website over the next few weeks.

PSA THROUGH THE AGES

WE'RE THRILLED that past issues of *Working Life* are now available to browse online via **Recollect.co.nz**, which has collected together and digitised over a thousand issues of the magazine right back to 1914.

One hundred years ago from this month, *Working Life* was lamenting the impacts of the Great War and hoping for the safe return of public service workers from the frontlines. December 1917's editorial described the PSA's activities for the year as "considerably restricted by the force of circumstances", and an article titled 'Our Fellows with the Forces' gives a run-down on workers' deployments and wounds sustained in combat.

You can browse the archive at <http://psa.recollect.co.nz>.

CONTACTING THE PSA

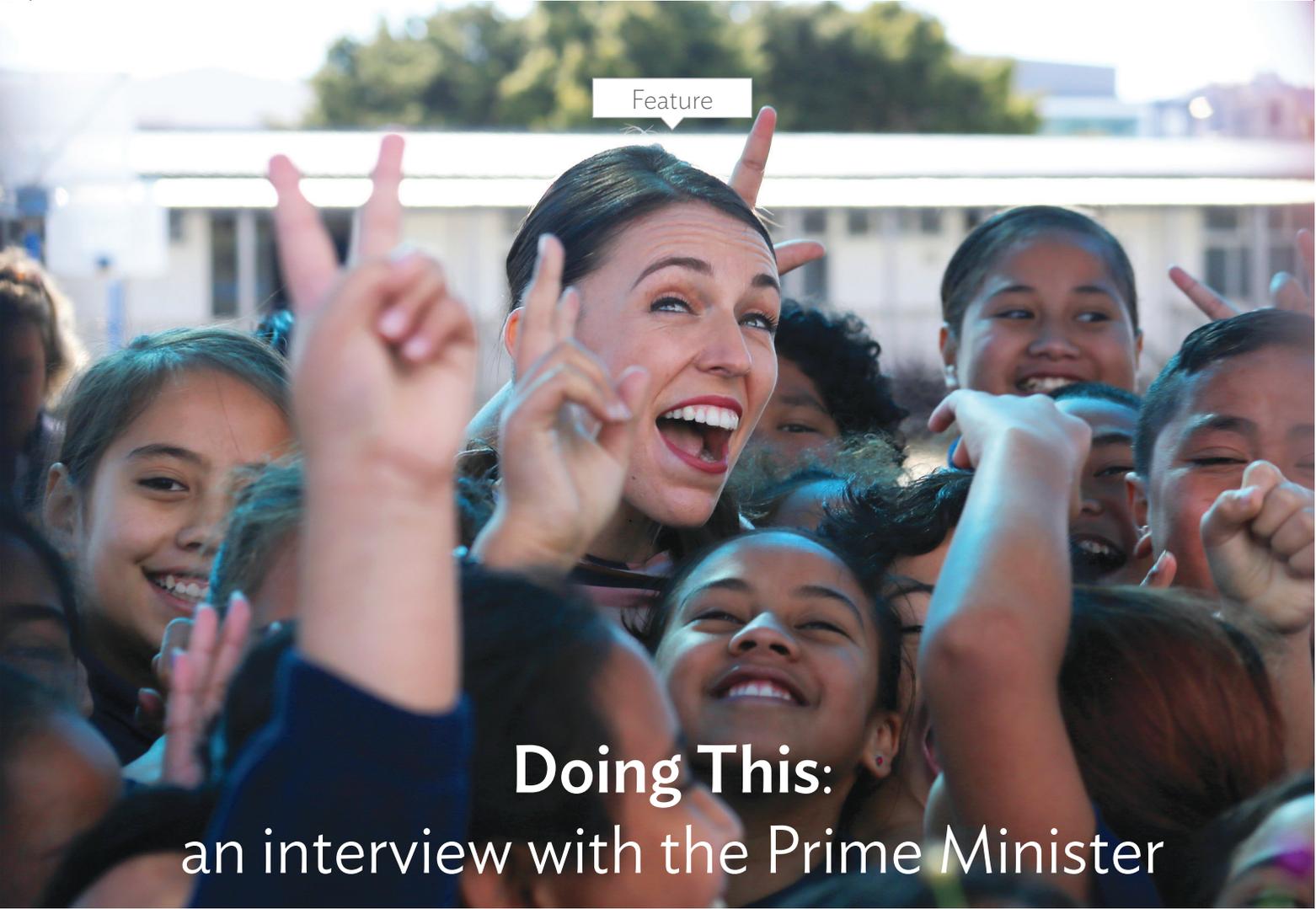
PSA OFFICES will be closed from midday on Friday 22 December to Monday 8 January, but fear not – if you need to get in touch with us during that period, our phone service will be active and an organiser will be in touch.

As usual, you can phone our Organising Centre on Monday-Friday from 8:30am to 5:00pm or contact us through the PSA website:

<http://psa.org.nz/contact>.

From all of the staff at the PSA, we wish you a happy holidays!





Doing This: an interview with the Prime Minister

Who is the new PM? *Working Life* visited the ninth floor of the Beehive to meet Jacinda Ardern, the 40th Prime Minister of New Zealand and youngest ever leader of the Labour Party, who has formed a Government with New Zealand First and the Green Party.

Congratulations, you're the Prime Minister of New Zealand! What does that feel like on a personal level? As a child, did you ever even consider the possibility that you could one day be PM?

No! I remember joking about it, but never realistically at all. People ask me what I used to aspire to be and I never ever had even MP on the list, and yet I was political from quite a young age. My most realistic aspiration was that I thought I would be a policewoman, and I thought about it seriously right into my twenties. I remember going home and talking to Dad about it when I was working in Phil Goff's office. I'd on and off talked about it, asking him

what it was like and trying to figure out if I could hack it.

You've been PM for about a month now. Do you have a sense of the magnitude of the challenges ahead for your Government over the next three years?

We always had a sense of the magnitude of what we wanted to try and change. When we looked at some of those headline figures around homelessness and the cost of housing, and the number of people who weren't properly able to access healthcare, issues in the education system... we all knew it would be a big task. I have been surprised, though, by the magnitude of it all

now that we have access to all of the information. The hole is bigger than we thought. Those who work in the public sector will know that, and we knew that... it's just bigger than I thought.

Many of our members say they'd felt underappreciated and under-resourced over the last nine years of the National Government – particularly those in the public service and DHBs. How do you believe your Government will make life better for working people in New Zealand?

Acknowledging that upfront is a good start. The first thing we need to do is recognise and acknowledge

and talk about our public service and our public servants, because we have a group of people who dedicate themselves to serving New Zealanders and working under the government of the day, and they do an exceptional job. And I just think we should acknowledge that much more often than we do. The second thing is acknowledging the underfunding there has been, particularly in health. We campaigned on the specific policies we wanted to introduce but actually just plugging the gap meant making sacrifices in other areas, but we were committed to doing that. The third thing is actually listening to their experience and their expertise, and being much more collaborative in the way we try to solve those problems.

What is your view on the role of unions in workplaces? In general, would you like to see union membership grow during your term in Government?

Yes, because I see that as a way of employees having a voice and forming a strong relationship with employers. There's been a tendency to see these relationships as combative, when I think that they have potential to drive real gains for employees and employers. How do I view union membership? Well, I joined a union when I was in my first non-small business workplace... I would have been about sixth form and I joined the National Distribution Union – now First Union – because I worked at Progressive Enterprises as a checkout operator. My second union was the EPMU when I worked in here [Parliament], and then I joined the Service and Food Workers' Union as well – now E tū. So I've always believed in the important role they play.

You've previously said that you "will not rest" until we have pay equity in New Zealand. Why is this so important to you and what are the first steps towards making it a reality?

I don't know whether or not it's because there just aren't as many women in politics, or whether it's something else, but I have a real sense that we have a duty to send a message to the next generation and to young women that they should expect nothing less than to be paid fairly



for the work they do. And I just don't accept that a young woman in New Zealand should grow up knowing that they may not be fairly paid for nothing else other than their gender. It should bug all of us, but it particularly bugs me. So on pay equity, one of the first things we did was dump that legislation. Looking at how we saw the Terranova case finally conclude, to then draft a piece of legislation that would mean essentially we'd just never see that again felt really wrong. So that's gone, and we've got to start rebuilding based on the work that the Joint Working Group did.

What are you planning to do to manage the stress and pressure of

being PM? Is there some kind of outlet for you?

Well... this is a strange one... everyone needs a bit of a mental break and you know, for some people it might be reading a book. But I can never spend enough time completing a book; I'm always reading briefings... so, sometimes I just look at peoples' happy lives on Instagram. I'll just scroll through a couple of pictures, see that there are people outside enjoying the sunshine, live vicariously and then restart my work, you know? There's lots of other ways – calling my friends or my family, and reminding myself that not everyone is in that constant bubble of politics, which can be a very intense place.

What's something you enjoyed about your private life prior to being PM that you will make a concerted effort to maintain despite the demands of the job?

I always enjoyed cooking. Clarke [Gayford] does the bulk of it now, but he'll sometimes say to me: "do you wanna cook something? I'll get the stuff." So just trying to cook from time to time is going to make me happy. I like trashy crime shows... like, real trashy... like SVU. Anything that's totally formulaic and predictable.

Is there anything that's surprised you so far about the role of being PM?

No, not in the day-to-day... I knew the magnitude, the scale of the reading and the work because I watched Helen [Clark]. I worked just around the corner from here. One thing is that I read the newspaper, and I feel responsible for everything in it. Well, not everything... the Warriors are not my fault! But you can always see that we have the ability to do something differently here, and that's the lens I read everything through now. ☺

Meet the Ministers: Iain Lees-Galloway, Workplace Relations and Safety

How's your first month as Minister going? Are you enjoying the role so far?

I'm enjoying it – it's much better than being in Opposition, I can assure you! It's week five and very busy so far. Lots of things have come up in my portfolios – some planned, some unexpected. It's been really enjoyable being able to change things for the better, and we've started with a hiss and a roar.

What did you learn as an Opposition MP that will benefit you as a Minister in government?

As frustrating as Opposition is, that time away from Government to really refresh your thinking is helpful. We now have a very clear idea of what it is we want to achieve and how we can achieve it.

Where does your interest in employment relations come from?

I can pinpoint the moment I began taking an interest in employment relations, actually. I was twenty, and had the classic summer job while studying at university. The pay rate and hours weren't what I was told they'd be, and the employer even said when I was signing my contract that he would 'make his best endeavours' to make good on what he'd promised me, but really all of the power laid with him. That's where it all started for me. It was a perfect example of the inherent imbalance in power between employer and employee.

What do you feel are the key issues affecting working people as you take office?

Over the last nine years you've seen a steady erosion of working peoples' rights – whether it's the right to have a tea break, or your rights within the first ninety days at work, or being discriminated against because of union membership – so our immediate priority is to restore what's been taken away. Over the following year, we'll look to take the



Employment Relations Act forward from where we left it in 2008, and the top priority there is our Fair Pay Agreement policy, which is looking to establish a framework that allows industry-level bargaining to set minimum standards that will apply across industries.

You've halted the prior administration's legislation on pay equity, saying that it diminished the opportunity for people to pursue equal pay claims. As Minister, do you have a preference for amending the Equal Pay Act 1972 or drafting new legislation?

We haven't yet made a firm decision about which approach we're going to take. The first priority is to reconvene the Joint Working Group. We want to go back to those principles and touch base to see what we've learned since the JWG did its original work. I want to end up with a piece of legislation that delivers a genuine opportunity to pursue pay equity claims. That was the problem with National's legislation – it put barriers in the way of people. I'm reasonably agnostic about which approach we take, as long as we can achieve that.

What role can the PSA play in working with the new Government to improve the working lives of our members?

I really want to promote the idea of tripartism. I think it's been successful on the few occasions the previous Government used it. We have a number of matters we could apply that process to – the Holidays Act, Fair Pay Agreements, and restoring the right to collective bargaining in the film industry, for example.

Which of your political colleagues most inspire you, and what have you learned from them?

How can you possibly fail to be inspired by someone who became the leader of their party eight weeks out from an election and led them to Government? I think Jacinda Arden is a Prime Minister that all of New Zealand is going to be very proud of over the next few years. 🇳🇿

Meet the Ministers: Chris Hipkins, State Services

Congratulations on your new position. How are you feeling about the task ahead of you?

Really positive! One of the reassuring things about politics in New Zealand is that once the result is known, New Zealanders want the Government to do well, and we've had a lot of really positive feedback, including from people who didn't necessarily vote for us, basically saying – you're there now, get stuck in!

You've been in Parliament for three terms in Opposition and were tasked with holding the Government to account. Do you feel like governing will demand a different skillset from you?

Absolutely. In Opposition, you can identify problems and make noise about them. In Government, you get to fix them. I'm aiming to be a consensus-builder. That's not always going to be possible, but where I can, that will be my approach.

What are your first priorities in your role as Minister for State Services?

There's a lot involved with the transition. A change of Government brings a change in approach, and that's a challenge for the public sector, who have to adapt their thinking. Over the next year or two's worth of work, our attention will turn to employment relations. We've got a couple of large, symbolic collective agreements coming up, and we'll be thinking about how we adapt the public service to reflect the changing nature of the way we live and work. The new public management model of the late 1980s

created compartments within the public service, and our challenge is now to get much more horizontal integration.

The PSA represents state sector workers; many of whom are interested in the future of the state sector and what, if any, changes might be made to legislation. Do you think the State Sector Act is still



fit for purpose as the underpinning legislation behind broader reform across the public and state sectors?

The short answer is no. The world has moved on dramatically since the 1980s, and the legislation is in need of a significant refresh. We've got to move away from these vertically integrated hierarchies towards something that is genuinely whole-of-public service. There's a corporate element to the way the sector's structured at the moment, and I'm not convinced that it leads to better outcomes for citizens.

In terms of employment policies, do you think the state has a moral obligation to act as an exemplary employer?

Absolutely. We've made a commitment to being a Living Wage employer, so we'll start with that and work our way out through the sector. The core public service is not too difficult to achieve, but as we move out to the wider public sector as a whole, it becomes more challenging. But that's certainly our goal – to ensure that the state leads by example.

Do you agree that public services have been underfunded under the last Government, and that public servants are overdue for better wages and conditions?

The public sector has been under both a cap – the number of people who can be employed by the public sector – and it has been a financially constrained environment. That's had some pretty perverse consequences – the overuse of consultants and contractors rather than the engagement of employees – and I don't think that's a good outcome for the taxpayer or for employees. If we want a public service that's genuinely about *public service*, we have to provide better security and employment conditions for those in it.

What are your plans for the break? Will you be taking time off before the new political year begins?

I imagine there'll be a lot of reading! I try not to let stuff hang around on my desk so that any reading I do over Christmas will genuinely be bigger-picture stuff rather than the day-to-day. But I'm hoping to spend some time at the beach and have a couple of weeks of not having to put on a collar and tie. ☺



The Marlene Pitman Award



Nominations are now being sought for the Marlene Pitman award.

THIS AWARD WAS originally created in honour of Marlene Pitman, who passed away on 16 January 2010, to recognise her membership and service of 25 years. As an activist at Child Youth and Family, she was convenor of the Social Services sector committee and an executive board member for 2 years, a delegate for 23 years and a hardworking member of Te Komiti o Te Rūnanga o Ngā Toa Āwhina.

Today this award not only honours Marlene's contribution to the union, but provides an opportunity to recognise and celebrate the success of Māori PSA delegates who provide outstanding service to Māori.

The individual or group who receive this award will have shown outstanding leadership that is above and beyond the expected duties of the role they occupy by, for example:

- **Rangatiratanga** – empowering Māori leadership
- **Whanaungatanga** – developing workplaces that meet the needs of Māori both as individuals and collectively, recognising a specifically Māori voice in high engagement processes
- **Kaitiakitanga** – leading work that secures specific working conditions and cultural identity for Māori in the workplace
- **Manaakitanga** – leading work that promotes health and wellbeing for Māori in the workplace.
- **Wairuatanga** – promoting the right for Māori to be Māori in the workplace
- **Whakahiato Umanga** – promoting career development for Māori
- **Whakamana** – developing effective Māori organisation in their workplace, including growing Māori membership from a low base in a difficult environment
- **Kotahitanga** – building solidarity and unity both among Māori members and between Māori and the wider PSA membership

Nominations can be completed by filling out and returning the form below. It is important to note when filling out the nomination form that the criteria required is clearly stated in your nomination form.

Any events or actions your nominee has taken part in should be reasonably current, but in some cases historical recognition will apply. A delegate may receive the award more than once. ☺

Fill out the form below or submit your nomination online at www.psa.org.nz/marlene



Delegate nominated

Name

Workplace

Location

PSA member number

PSA organiser's name

Nominee's manager's name

Nominated by or on behalf of:

Name

Email address

PSA member number

Date of nomination

Please separately include written examples of outstanding leadership above and beyond expected duties

Has this nomination been endorsed by onsite delegate committee? (if applicable) yes no

Send this form and your supporting written examples to Helen Panoho, 155 New North Road, Eden Terrace, Auckland 1021. Please include the subject line 'Marlene Pitman award' on the back of the envelope. Cut off date is February 2018.

On the way to Equal Pay

What a difference three months can make. Since the last issue of *Working Life*, we have a new government, new options for legislating on equal pay, and a renewed energy in closing the gender pay gap once and for all.

WORKING FOR FREE DAY

THIS YEAR, WORKING for Free Day fell on 14 November – the day from which women will effectively work for nothing until the end of 2017. Remember, that's the average for all New Zealand: for Māori women it's October 8, and for Pasifika women it's 21 September.

But it wasn't all doom and gloom. The PSA Worth 100% campaign and the Women's Network presented Minister for Women Julie Anne Genter and Workplace Relations Minister Iain Lees-Galloway with limited edition posters, thanking them for their Government's strong commitment to equal pay.

PSA members around the country hosted equal pay themed morning teas – some cheekily asking the men to take a smaller piece of cake.

And just in case you want to get started early for next year - the CTU's launched a countdown on the Treat Her Right website, looking ahead to Working for Free Day 2018. Find out more online.

COMMITMENTS FROM THE GOVERNMENT

Minister for Women Julie Anne Genter told TVNZ's Q&A programme that the gender pay gap in the public service could be closed "within four years":

You make the chief executives of government agencies accountable, put



Julie Anne Genter and Iain Lees-Galloway with PSAs Kerry Davies and Chantalle Smith

it in their KPIs. We know that there are a whole lot of policies and steps and systems that can be taken to close the gender pay gap, and we just need to push those levers a little bit harder.

Then in Parliament, she spelled out the government's plans:

We've started by halting the previous Government's legislation that would've made it harder for women to find a clear pathway to equal pay.

We'll be bringing fresh legislation into this House that will implement the agreed principles of the Joint Working Group on Pay Equity. We will lead by example by closing the pay gap in the core public service, with a particular focus on Māori and Pasifika women, and we'll be working with the private sector. We want to help other businesses catch up with that.

NEGOTIATION UPDATES

The Joint Working Group on the

Oranga Tamariki social workers is progressing well. Male comparators have been chosen and are being analysed now.

Equal pay for **library assistants** is being considered by the union for implementation in several workplaces – watch this space.

The **Working Group with the State Services Commission** is making good progress too. This deals with pay equity in non female-dominated workplaces – looking at issues like starting salaries, performance pay, promotion and paid parental leave.

Discussions on mental health workers being included in the care and support settlement are continuing, and we're keen for the new Government to confirm the commitments it made before the election. It's not equal if it's not for everyone. ☺

Photo by Cameron Burnell



Drawn Out: an interview with Tom Scott

Cartoonist Tom Scott is one of New Zealand's most notorious and beloved satirists, and his new book, *Drawn Out: A Seriously Funny Memoir*, sheds some light on a long career making fun of those in power. *Working Life* editor Rhydian Thomas sat down with Scott to talk cartoons, comedy and politics.

"THIS IS WHAT happens when two Wellingtonians try to organise a meeting in Auckland," says Scott as we exchange our fourth phone call of the morning on a fraught quest to find a bar to meet on the Viaduct waterfront near where he's currently staying.

After some negotiation, we find the nearest one and spend the next hour and a half nursing a single pint each of warm, \$5 Export Gold while Scott answers my many questions, continuously digressing and meandering off-topic onto issues that are much more interesting than what I've asked about.

It's hard to say much that hasn't already been written about Scott. Since the 1970s, his columns and cartoons have been appearing with reliable frequency in *The Listener*, *The Dominion Post* (and its predecessor, *The Evening Post*). In his work, he's a provocateur – he was famously banned from several press conferences and tours by former Prime Minister Robert Muldoon – and in person, he's light-hearted and jovial, seeming happy enough to peruse the annals of his life after spending the year collecting it all for *Drawn Out*, his new memoir that covers his early life and career as well as his relationships with friends and

collaborators like John Clarke, Murray Ball and Sir Edmund Hillary.

Scott is currently getting to grips with drawing the new Prime Minister's face – the eighteenth PM of his lifetime – but says Muldoon was still his favourite subject, no question. "As a party trick, I can draw Muldoon blindfolded, left-handed." Taking the notebook from me, he first draws Jacinda Ardern's face and then closes his eyes, switches hands and draws the familiar face of Muldoon in the margin. "He was so powerful and so dominant," says Scott. "No other politician has exerted his dominance." Did that make it easier to take a shot at him? "It

“I was staggered at the number of [Muldoon's] Cabinet colleagues who'd sneak up to me in the corridor and congratulate me. It was cathartic even for them.”

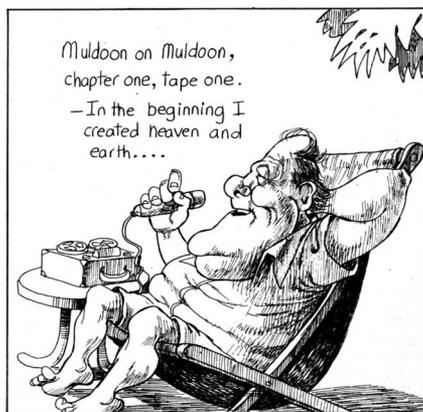
meant that if I did a cartoon mocking him, people noticed. I was staggered at the number of his Cabinet colleagues who'd sneak up to me in the corridor and congratulate me. It was cathartic even for them.”

Still, for Scott, the cartoon is not a sacred thing – it has no overall responsibility to hold power to account or offer some particular aesthetic value, though it should be always funny. “Your main job is to fill a little rectangle,” he says. “Without it, there'd be a white space on the editorial pages.” He says a cartoon is a kind of exclamation mark, and you shouldn't set out thinking it's going to last – it's a disposable medium. Though when I ask what his favourite of his cartoons is, he seems humbled that a sketch of his of John Lennon – a basic pencil portrait drawn with visible love and admiration – has survived the test of time, and still regularly appears on bootlegged posters and t-shirts around the world.

On politics, Scott has the distance of a bystander but the knowledge of an insider to Wellington's 'beltway' after years in the Press Gallery. I ask about unionism, and his view on the relevance of unions in today's age. “It has to be a good thing. The assumption that people always behave properly when left to their own devices is simply not true.” On the PSA, Scott admits that his caricature of a public servant remains “people in walk-shorts... wearing high socks, pens tucked into the pocket... it probably vanished long ago. But you have to resort to the vocabulary people understand in cartoons.” He

has a vague suspicion that he's drawn for this very publication, but can't remember (a look at the archives reveals that yes, he has appeared in several issues during the 80s and 90s).

Scott is clearly still driven in some way by political concerns: “The gap between rich and poor has grown faster in New Zealand in the last



Originally appeared in *The Listener*, 1977

twenty years than any other OECD country, and there's certainly been an erosion of workers' rights. And turning Government departments into State Owned Enterprises is a stepping stone to selling them... it's a huge racket,” he says.

He began an accidental career in cartooning by drawing anti-Vietnam war comics in 1965, eventually moving into protest against Apartheid during his university years. “When I was growing up, I definitely wanted to change peoples' opinions,” he says. “I was an evangelist... I'm evangelical about environmental issues now.” Today he worries about bees and winged insects, rising sea levels, water

quality and population displacement. “It's an even bigger issue. You think about your grandchildren and wonder what kind of world they'll be growing up in.”

I ask about the impact of the lives and deaths of two of his close friends, Murray Ball and John Clarke, both of whom died earlier this year. “I could have called my book ‘Dead bastards I used to know’,” he jokes. “Murray escaped Feilding – a bit like a prisoner of war going over the wall – and you wonder what happened to them. Suddenly we get a postcard from England, and he's been published in *Punch* magazine. If Murray Ball from Feilding could get published in *Punch* magazine, then we all could! And John (Clarke) was just an extremely funny man who I was thrilled to become friends with... the legend preceded him.”

Scott is enjoying his time in Auckland at the moment and drawing day-to-day cartoons while continuing work on six or seven other projects in film and writing. “I miss Wellington, but I love the pastel light up here,” he says. I ask if he's learned anything about himself in writing this memoir, but he's evasive. “Cartoonists are the worst kind of people. You don't pick your subject matter; it's happening all around you. We're the only ones rubbing our hands together in glee every time there's a tragedy, a disaster, a heartbreak... we're one step removed from ambulance-chasers.” With our pints finished, the future is waiting for us outside the barroom. “The bad news is I intend to live a lot longer,” he says. “Sorry about that, folks.” ☺



Celebrating 26 weeks of Paid Parental Leave

Our success in gaining 26 weeks paid parental leave is a great example of what we can achieve when the political and industrial wings of the labour movement work together, writes former Labour MP and PSA organiser *Sue Moroney*.

AS A UNIONIST, I'm proud to have been the MP leading the charge to increase paid parental leave beyond the 14 weeks it had stalled at when National took office in 2008.

It has been an amazing campaign, from the time the Labour Party caucus agreed this was the right thing to do at the height of the global economic crisis right through until the new Labour / NZ First / Green Party Government passed it into law as its first act this month.

Working together, not only have we achieved massive public support for working families on this issue but we also managed to convince a reluctant National Government to increase PPL by four weeks, and the same party is now voting for the full 26-week proposal.

So, let's pause to celebrate that success and see what we can learn from it.

LESSON 1: HAVING A POLITICAL VOICE FOR THE LABOUR MOVEMENT IN PARLIAMENT MAKES A BIG DIFFERENCE.

It is clear that only a Labour-led Government had the will to deliver 26 weeks paid parental leave. It didn't

matter how strong the supporting evidence was, how many New Zealanders supported it or even how many MPs voted for it – National did everything they could to stop it happening.

And they did that not once, but twice.

Despite a majority of Parliament voting for it, National stopped it initially by “filibustering” the debate on the Bill so a final vote couldn't happen before the 2014 election and then by vetoing it – a tool so extreme, it had never been used on an entire Bill at third reading before.

So, if we want the needs of working people to be prioritised we must organise but we also need political parties with the will to make it happen. No amount of rationale will do that when it comes to the distribution of New Zealand's resources.

LESSON 2: BUILD COALITIONS AND PLAY TO EACH OTHER'S STRENGTHS.

Plunket, Barnados, the Breastfeeding Authority and even Family First were among the organisations that joined with many unions to form the 26ForBabies Coalition, which was coordinated by Rebecca Matthews

(formerly of FinSec) and the PSA's own Fleur Fitzsimons. They held engaging events that got great media attention. Breastfeeding babies were present in the Select Committee room where submissions were heard on the Bill, and I have fond memories of prams lining the corridors of power while babies had their nappies changed in my office.

It built valuable relationships between the union movement and other community groups, which will help us build support for more change to support working families.

LESSON 3: MAKING A CHANGE THAT IMPROVES PEOPLES' LIVES MATTERS – LET'S DO MORE OF IT!

Working together, we have improved the lives of around 30,000 children every year. We've also improved the lives of their parents.

We'll all get to live in a society where children have benefitted from the bonding and attachment that happens in those precious early months and many more will have gained the health benefits from being breastfed to 26 weeks.

Generational change – not easy, but well worth it! ☺

Profound Transformations: Armine Yalnizyan On Public Investment

“It was like falling head over heels in love,” says Canadian economist and writer, *Armine Yalnizyan*, describing her recent trip to Aotearoa to speak at the CTU’s Biennial Conference.

ARMINE LIVED HERE 40 years ago and believes much has occurred since for the country to be proud of; the first being how much children are visible in our society.

“It just feels like children are so celebrated publicly in New Zealand,” she says, reserving particular delight for how many men she saw with their kids.

For a country that is so frequently at the wrong end of statistics on family violence and child abuse, Armine’s genuine enthusiasm is somewhat of a surprise. When this is raised, she does not minimise the problems but is positive about the foundations we have laid. She is watching how the Labour-led Government plans to build on these foundations closely.

GENDERING THE BUDGET

Of particular interest to Armine is the way in which the Government plans to close the gender pay gap and put child wellbeing at the centre of policy design.

Armine has advocated for the integration of gender analysis into budgeting, arguing that budgets are a feminist issue. She has recently seen the results of her advocacy come to fruition in Canada, where the Government has released the first federal budget that includes a look at the differences between men and women.

“The last 30 years have been anti-female,” Armine reflects, referring to the prevailing neo-liberal ideology. “Reductions in public spending are more heavily borne by women, as women produce and consume more services.” She cites healthcare facilities and public transport as clear examples of where spending cuts disproportionately impact women.

However – Canada’s example aside – central government budgets are rarely viewed through this lens, and Armine freely admits that to do so on any practicable level is “radical,” most obviously because it changes the way in which we assess need.

SOCIAL WAGE V UNIVERSAL BASIC INCOME

The mechanism by which gender analysis is enacted is where Armine differs from others advocating for a Universal Basic Income.

“I understand where the instinct comes from,” Armine says. She believes that for many, it “is the unfinished business of the welfare state of the 20th Century.”

Why didn’t it arrive? “Because it’s expensive.”

“If you’re going to use it reduce poverty in a strictly numeric term...[a UBI] would cost Canada \$30 billion, in addition to everything we currently spend on poverty reduction in an income term,” says Armine.

Armine advocates instead for the ‘social wage’, whereby everyone has enough income for living as determined by membership of a society, rather than employment (as in the case of a UBI).

In practice, a social wage means a greater role for government in core services.

From Armine’s perspective, this includes free post-secondary education; cheap or free dental and vision care; cheap or free public transport; growing affordable housing by 20,000 units per year; and keeping childcare below \$10 per day (something which is already being trialled in Quebec, with positive results).

“People can rely on these things irrespective of income,” says Armine. What’s more, they would cost less than a UBI.

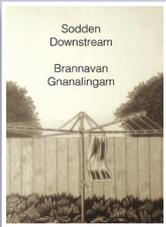
For Armine, the social wage is about fairness and equity – she believes that a focus on the net benefit of public investment builds solidarity between citizens. It is also about ensuring that the market delivers on its own terms. “The whole welfare state was predicated on full employment,” she says. “We need people working. We need to be asking ourselves: How many people have jobs? And how good are those jobs?” ☺

By Victoria Crockford



Worth a look

Books, books, books



SODDEN DOWNSTREAM

**By Brannavan
Gnanalingam**

(Lawrence & Gibson)

The fifth novel by Wellington-based author Brannavan Gnanalingam has a fairly simple premise: Sita, a Tamil refugee, is trying to get to her cleaning job in Wellington city during a once-in-a-hundred-years storm. If she doesn't make it, she will lose her contract.

The book takes the form of a quintessential quest narrative: the characters of Lower Hutt and Wellington come to life in a series of fleeting interactions that form the basis of Sita's physical journey into the city over one afternoon and night. Public transport is unavailable, the rain is beating down, and it's this cast of strangers – rough sleepers, ex-cons, delinquent teens – that give the novel momentum as Sita stumbles on desperately towards a goal that seems less and less appealing as the story progresses.

Sodden Downstream is both a love letter to the Hutt Valley and a moving critique of power and privilege in Aotearoa. Its beauty lies in Gnanalingam's ability to unpack the subjective and situate Sita's individual struggle within a wider society that is also grappling with its collective identity.



THE NEW ANIMALS

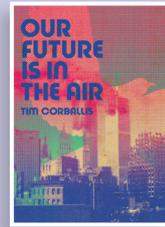
By Pip Adam

(Victoria University
Press)

Pip Adam is one of New Zealand's most exciting writers, with a fresh voice and sense of style that is on full display in her second novel, *The New Animals*. Adam won the NZ Post Best First Book award for her debut novel, *Everything We Hoped For*, and has since had an interesting career teaching writing workshops in universities and prisons, as well as hosting the *Better Off Read* podcast.

The New Animals begins as a book about fashion: Generation X of the fashion scene collide with the new millennials of the industry in Auckland over the course of one day and night, and the tone is equally funny, flighty and terse. Intergenerational tensions simmer, and Adam's characters rise well above the level of archetypes.

Unfortunately it's impossible to explain why this book goes so much further than its foundations from around two-thirds into the narrative. It's safe to say that something utterly unexpected occurs, and the novel takes a turn for the very strange and wonderful. Any further explanation could spoil the surprise of a truly inventive story.



OUR FUTURE IS IN THE AIR

By Tim Corballis

(Victoria University
Press)

Time-traveling fiction typically involves some speculative intent to understand the future via the learnings of the past. What, then, should we make of Tim Corballis' fourth novel, *Our Future is in the Air*; a novel that takes time travel as a counter-cultural pursuit of an alternative mid-70s and projects a future – near our *now* – that asks us to consider how well our hopes and intentions map onto the futures we're trying to design.

In Corballis' world, portents of the future prevented 9/11 by abandoning global air travel and never building the twin towers. The political optimism of 70s New Zealand pervades the text, which is supplemented by officialised 'documentary' information that reminds of the accumulated sourcing of investigative journalism.

It's not an easy read, and it demands critical attention and patience at times, particularly for those not fully sold on sci-fi. But give it a little and you'll get a lot in return. ☺



Connected

by Jem Yoshioka

DO ALGORITHMS DREAM OF ELECTRIC SHEEP?

A look into the implications of machine learning, chatbots and algorithms in our working lives.

Computers have been a part of our working lives for a good thirty years now, but we're on the cusp of another massive leap forward in technology. Many work tasks have become automated, but humans have remained an essential part of completing any process. With AI and machine learning, many of these interactions will be able to be outsourced to computer programmes, with less need for human involvement.

Rise of the chatbots

A chatbot is a programme designed to answer simple questions. They're becoming increasingly popular in customer service. They pick up on keywords in messages from human users and are able to provide answers based on what they determine you're saying. The algorithms are becoming more and more sophisticated as programmers feed them more data.

It sounds great in theory – take out some of the mundane and repetitive tasks from our work days and let computers do what computers do best. Efficiency all around.

Ask your new HR chatbot how much leave you are owed or other basic questions around



pay and entitlement. While these kinds of functions are relatively straightforward and minimal, the potential scope of AI is much broader. Are you comfortable disclosing harassment to a bot? What does it mean for employee privacy?

Look Mum, no hands

While bots are often made of strict rule sets and systems, AI are prone to flying wildly past predicted behaviours. Facebook recently shut down an experiment when two AIs invented their own language to communicate rather than using plain English. While an interesting result, this meant the chatbots weren't going to be useful for their intended purpose – buying and selling products to humans in the Facebook marketplace.

There are also ethical issues with machine learning, including how they're programmed. Machine

learning or deep learning relies on large datasets to determine patterns, and how this data is harvested and used can have implications on privacy. Do you want your habits and movements to be used to predict your future behaviour? It starts to sound very creepy, even if there isn't a human being directly viewing this information.

Humans have bias, and when we design we need to be aware of what bias we are encoding into our creations. Algorithms can have large blind spots, just like their human counterparts. We need to programme for empathy as much as for efficiency, or we are replicating systems that hurt people as we automate.

Futureproofing the future of work

The proliferation of this technology and the speed at which it's entering our lives highlights the need for both workers and unions to think about how this will affect us, both on an individual level and across industries. The dissolution of entire roles is always something that must be approached with care, and with the rise of AI this is a very real possibility. Careers can disappear overnight.

We can't halt the advance of new technology, but we are in a position to influence its design, development and implementation in our work lives. ☺



Spare a thought

Lots of you will be visiting family and friends, hitting the beach and enjoying yourselves during the Christmas break. It's not so for many of our members, who continue to deliver essential services around the country while the rest of us are relaxing. *Working Life* caught up with some of our members across the union to hear what will be keeping them busy during the break.

THOMAS ADAMS

What do you do?

I'm a meteorologist at MetService.

What will you be doing over the Christmas period?

It's a 24/7 operation, so there'll be the full range of forecasting shifts as normal. I'll be in the media shift this Christmas – social media, press releases, radio. That's just how the roster fell this year – it could have been aviation or marine forecasting,

or public reporting for TV and radio.

Why is the work you do important?

MetService is responsible for public safety – it's crucial, especially in terms of weather forecasting.

We also have commercial clients depending on us. The weather is also really important while people are on holiday at Christmas – whether it's about having your BBQ, boarding

your flight, or if you're halfway up a mountain. The weather doesn't stop!

Is there something you'd rather be doing during this time?

No really. If I wanted Christmas off, I'd have booked it!

Do you like what you do?

Yeah, it's a good job. It's challenging, varied, and it involves working with a highly-skilled group of people. We have great camaraderie here, particularly during the Christmas period.

ISAAC MCINTYRE

What do you do?

I'm a Resource Officer; a kind of planner within the Waikato Regional Council.

What will you be doing over the Christmas period?

I'm working on the after-hours pollution hotline, which is a small team rostered on for different occasions. We operate the service for reporting pollution and then follow up.

Why is the work you do important?

If there's a spill of some kind – like from a milk truck crash or an oil spill – we report on the likelihood of things getting into waterways, coordinate the clean-up process, collect evidence if needed, and generally make a determination on what's happened.

It can cover everything from odour issues from factories, effluent discharges, or testing oil filming substances on a waterway.

Is there something you'd rather be doing during this time?

Yes, but it's voluntary for me to be working. I have a child on the way, so I wouldn't be holidaying at this time of year. Being on call also means time and a half for a minimum of 3 hours, some meal and on-call allowances. So the perks more than make up for working over Christmas for me.

Do you like what you do?

Totally! It's very interesting work. Follow-up paperwork can get a bit tedious, but the work holds my interest.

RONA SEDMAN

What do you do?

I'm a support worker. I care for people in their homes.

What will you be doing over the Christmas period?

I'll be visiting clients, taking them out, doing housework and generally supporting people to have a good life. I'll also be carrying on with my social work degree over Christmas.

Why is the work you do important?

Because some people in the community need to be supported to live their lives to their full potential, and that doesn't stop over Christmas.

Is there something you'd rather be doing during this time?

I wouldn't mind being on holiday! Not working would be nice: maybe sitting on a nice beach, being supported myself!

Do you like what you do?

I do. It can be challenging at times, but it's definitely rewarding. Though it's worth mentioning that I'm working for free at the moment – since November 14, women in New Zealand all have been due to the gender pay gap. ☹️



On the job

by Fiona Bruce



FIONA BRUCE – DENTAL ASSISTANT

I'm not sure when I became I member – possibly in 2009. I became a delegate in 2015. I've had various jobs in my working life but the one that has popped up three times is dentistry. I became a Dental Assistant in 1980, working in private practice in Dunedin.

I am fortunate to have been employed twice over the last 16 years by the University of Otago's School of Dentistry. As a child, I would use my father's hand drill to drill into the mouth of my sister's doll and then fill it with baking soda, only to repeat the procedure all over again. Perhaps I was destined to be in this field one way or another.

Dental Assisting has changed quite significantly since I started, not only in materials and technology but in the way we step into different roles. We set up and prepare all surgical areas for the day, whether it be in a general clinic for students and clinicians, specialised clinics or all oral surgery procedure rooms.

Greeting and guiding patients to "the chair" and offering support is an important part of our jobs, as quite a lot of patients find it very difficult to walk through the door, let alone sit in a dental chair. For me, it's important they have a positive experience and know that it's not somewhere to fear but where something is being done to help them.

The word "assistant" doesn't cover the role adequately, in my opinion. At the School we do assist the clinician but we also handle chemicals on a daily basis, and we fall into the role of nurse when patients, students and occasionally staff faint or have any other medically-related incidents. We become a mentor and confidante to anyone who needs someone to listen at times of stress.

We have challenging times ahead at the School, as we are in the process of building a wonderful clinical service block while refurbishing the existing building. Questions are always on the agenda at staff meetings and being a delegate has helped me "find a voice" I didn't know I had.

I am always encouraged by colleagues and know I am their voice when called upon. It has been an interesting learning experience for me and I have grown to believe that when you need help in any form you always have someone to call on throughout the PSA. ☺️



Public Service International's 30th Congress

In October/November 2017, Public Service International celebrated 110 years in existence with their 30th Congress, held in Geneva, Switzerland. PSA board member *Benedict Ferguson* was in attendance, and caught up with *Working Life* to talk about the PSA's place in the world, revolutionary art and young workers coming together.

You spoke on the importance of indigenous workers in public services, so what did you discuss?

I spoke about the need for supportive employment practices that recognise the aims, aspirations and employment requirements of indigenous people. I discussed the New Zealand context and our obligations under Te Tiriti o Waitangi, outlining the hard work of Te Rūnanga o Ngā Toa Awhina – the representative Māori structure of the PSA – in developing Ngā Kaupapa, a set of principles that help us define and maintain our focus on the improvement of working lives for Māori across the union. From there I went on to talk about the role the PSI and its affiliates can have in making practical change for indigenous public servants through our industrial and political work.

We heard that when you opened your speech in Te Reo, you left the translators perplexed? Did you have any idea that was going on?

Not really. I opened with a mihi. But I didn't hear what the translators were saying as I was too busy concentrating on speaking! Afterwards I was surprised at the amount feedback I received on my korero – especially that I spoke in Te Reo. It made me reflect on how in New Zealand, while we still have a long way to go in honouring our treaty obligations, we appear to be leading the world in how we value and partner with Tangata Whenua.

What did you learn about public services and local government in an international sense?

I learned that we all face many similarities in the work we do, and

that we're all working for a collective goal: "a strong push for the world to value public services as the heart of any functioning society." It was neat to see most speakers referencing the power of collective bargaining and how important it is for unions to progress their agendas in both their industrial and political work. For local government, it was interesting to learn about the different funding models that are used throughout the world – some are funded by central government, some through rates, and some through a mixed model.

Tell us about the young workers seminar.

It was an interesting seminar – lots of talk about what we need to do but not a lot of concrete actions or examples of what unions have done. I was able to speak about the New Zealand example within the PSA of setting up

our youth network. We saw a need to create a space for young workers in our unions. So we got on and did it. We invested in the network and it has grown and grown ever since. I think the model we currently use at the PSA for engaging young workers is quite unique on the international stage, and with more promotion it will go even further. During the congress, there was a remit to create a youth network, but it wasn't supported by the PSI executive and was voted down. My feeling was that this was primarily due to the strain it would place on PSI resources.

You met with the Korean delegation of Youth in Public Service. What are the challenges that they face as young public servants?

I found that the challenges they're facing are very similar to those we faced in New Zealand prior to setting up the PSA's youth network. Young workers in Korea are not engaged in unions, unions don't collect data on age, and there are no formal youth networks set up. There's an appetite to do something, but they're not sure what yet.

Tell us about the LGBTQI Seminar.

I attended the morning session of this seminar. The common theme that emerged was that unions are a place for people to belong, and this needs to include our LGBTQI workers. There was a bit of a history lesson provided by UNISON (one of the UK's largest trade unions), showing the work they had done in developing their network over the past 40 years. A great opportunity that we need to look at is sharing the work that the CTU has been doing in this space – specifically the



diversity resource kit that has been developed.

Impressions of Geneva?

A beautiful old city! I only got lost a few times.

What were the international group impressions of the New Zealand?

I think international unions look up to us and the work we are doing – specifically with equal pay and youth. There was a lot of interest

in what things were like over the past 9 years of a National Party Government and how things may change with recent changes in our political landscape.

Any other key highlights or things you would like to share with us here?

We can be proud of the work we do in New Zealand. NZPSA is a progressive union and our campaigns, political and industrial work is on par with any other country in the world. We need to keep the pressure on now that we have a worker-friendly government to ensure workers' rights are restored to our employment legislation. Lastly, we must never ever forget that for unions to survive, we constantly need to be recruiting new members and promoting to the wider community the importance and the value of having a strong and effective public service. 🌍

**“People over profit”
Public Service International Congress 2017**

PSI has a strong tradition of paying homage to the Congress' host country. This year's Congress gave organisers a particular challenge of finding something peculiar about Switzerland that would also highlight the historic achievement of PSI's 110th Anniversary and 30th Congress.

With that in mind, they brought together two contemporary themes: Dadaism and Constructivism. Dada is a Swiss-based art movement which started as a reaction to the horrors of World War 1. Formed by a group of artists, misfits, political exiles and revolutionaries, they opted for

expressions of nonsense, irony, and chaos as a way of expressing their opposition.

Constructivism is an artistic political practice which is linked to the first workers' revolution, seeing art as a practice for social purposes.

A century later, these themes are still relevant. The PSI describes the aims of 2017's Congress as: *to reject the privatization of our lives, to unveil the un-truths of corporate ideology and the chaos of market failure, to construct alternatives based on the power of organized labour, and to fight for our firm belief: **People Over Profit!***

PSA Deaf and disabled members network

The PSA Deaf and disabled members' network became a formal PSA network at Congress in 2016. Upgraded from their 'informal network' status, the official tag comes with voting rights at Congress and the ability to put forward remits. With the new committee established, the real work could get started on setting the agenda.

In the lead up to the 2017 election, the committee put together the PSA's Agenda for Inclusion of Disabled people, which provides a framework for the Government to address the core issues of working people with disabilities in New Zealand.

PSA AGENDA FOR THE INCLUSION OF DISABLED PEOPLE

The PSA Deaf and Disabled Members' Network are calling for full inclusion of disabled people in all areas of society.

Our members have developed a political and workplace agenda for inclusion, calling for:

Accessible Housing

- Strengthened rights, support and subsidies for disabled tenants
- Social housing to be made available and fully accessible to disabled people
- Building standards to promote universal design principles, with a quota of accessible homes for new building consents in each region



Equal Pay

- A living wage for disabled workers, starting with abolition of exemptions to the minimum wage and appropriate support for all people wanting to work
- Valuing care and support work and ensuring equal pay for work of equal value, including for mental health care and support workers

Inclusion in work

- Raising the cap on support funds for disabled people to establish parity between Ministry of Health and ACC clients
- Strengthened policies to promote inclusion of disabled workers, addressing accessibility, non-discrimination, privacy and respect
- Training and education resources for management and staff to promote awareness of legal obligations and practices that support inclusion

- The state to take a leading role as employer and purchaser in promoting inclusion of disabled workers

Social inclusion

- Funded care and support to enable full participation of disabled people as equal members of society
- A range of options for support in the community to allow disabled people to exercise self-determination and independence in their living arrangements
- Universal design of public services, transport, spaces and communication to ensure accessibility for all
- Guaranteed equal participation in education for people with disabilities, backed by adequate funding for disabled students and support workers
- Development of legislation to require and promote accessibility in all areas, including work, services, and communication ♿

NETWORK BRIEFS



PSA WOMEN'S NETWORK

PSA Women's Network is thrilled with the change in government and a move towards a better, more equal New Zealand.

As well as a Minister for Women

who actually calls herself a feminist, we have promises of equal pay being addressed and the 26 weeks paid parental leave Bill finally passed.

All up, it feels like the next three years will hold some great wins for women. The network will be there

along the way to make sure we're a part of the action.

We are developing some craftivism banners in Dunedin and Auckland around equal pay.

You can email us at women@psa.org.nz to find out more. Donations of crocheted flowers would be gratefully accepted.



SOCIAL WORKERS' ACTION NETWORK

SWAN is running an activist training hui in February next year for people who want to take up different leadership roles in the network. Held from 22-23 February, it will cover a wide variety of topics from recruitment to campaigning, submission writing and collective organising. We will be bringing in

internal and external experts to upskill and inspire our members to drive SWAN forward.

SWAN is also collaborating with the Reimagining Social Work Aotearoa collective and others to put together a radical social work conference in March next year (dates to be confirmed) with the working title: EDUCATE, AGITATE, ORGANISE, DECOLONISE. We are excited to be part of co-designing and hosting

this, and look forward to having our SWAN activists engage in this.

SWAN is also looking to partner in the new year with PSA youth to train keen members in delivering education on unions to university students.

SWAN has been doing this very successfully and want to expand the number of people able to deliver it, and look at PSA youth joining us so other students can also get this education.



PSA PASEFIKA NETWORK

The PSA Pasefika network met in Wellington in November. The focus was on pay equity for Pasefika workers.

We looked at the wage statistics for both men and women, which are significantly lower than average. We discussed the potential drivers for this difference, including the kinds of things that influence the kinds of work and careers Pasefika go into.

Because of strong ties to church, tradition and respect, work is often seen as being about community, and so Pasefika people are well-suited for these kinds of roles in the workforce.

We have a commitment to set up a network in Wellington.

Our four key areas of focus are:

- The political
- Connecting with other organisations, networks and campaigns beyond the PSA
- Key messages
- Resources

Our next fono is in February 2018 in Auckland.

Are you Pasefika? Want to be in the network? When you join the PSA make sure you tick the "Pasefika network" check box. Existing members can join online through the PSA website. Unsure of your status? Call the Organising Centre on 0508 367 772 and we can help you to sign up.

OUT@PSA

We are pleased to unveil our new logo for use in all PSA and Out@PSA branded material.

Our new look connects us to the PSA, represents the diversity of our community, and will be simple and easy to use. We are excited about Auckland Pride Parade in 2018, where we can really show our new look off!



Industrial update – disputes and restructures

While the PSA always focuses on working constructively with employers, sometimes that just isn't reciprocated. Sitting on different sides of the negotiation table can lead to disagreements.

OUR PRIORITY FIRST and foremost is to stand up for the rights of our members, and sometimes this can mean a long dispute that ends up in court.

A couple of recent cases highlight just why being a union member is so important, and just what a legal win can mean for working conditions of our members.

INLAND REVENUE'S RESTRUCTURE

With new technology on the horizon, Inland Revenue (IR) is restructuring in what it's calling a "Business Transformation". One of the biggest components of this is reducing the number of staff by as much as 25%. Ahead of these mass redundancies, IR are standardising job descriptions, broadening fields of responsibility and flattening career progression paths in a move that affects over 4000 jobs.

This is unlikely to be the last restructure that staff face before the new technology is implemented; in fact it's likely that there will be several steps. To add insult to injury, IR wanted to incorporate psychometric testing – often compared to astrology for HR – into the selection processes.

IR's insistence on including psychometric testing as a part of the restructure is particularly tasteless, putting workers through unneeded stress with a test of dubious

scientific merit or application. The PSA has maintained that the imposition of psychometric testing at IR as a part of people re-applying for essentially their same role was unlawful. We are also concerned that the introduction of the testing was done without consultation, breached IR's Tiriti o Waitangi obligations and that these types of tests discriminate against persons with disabilities.



We filed proceedings with the Employment Court, seeking determinations that the requirement to undergo these assessments was unlawful. The case will be heard in May next year. In the meantime, IR has scrapped the use of these tests for now.

It's been a stressful time for members at IR, but collective bargaining is now underway. We stand together with them.

BARGAINING PAY AT THE NEW ZEALAND DEFENCE FORCE

Ensuring that pay is a part of collective negotiations helps provide transparency and clarity

to members. It recognises that the exchange of labour for pay is at the heart of the employment relationship.

The PSA has been in collective agreement negotiations with NZDF since May 2016, but we have faced a refusal by NZDF to bargain wages. NZDF invited the union to be 'consulted' about a pay system, on the proviso that this take place outside of bargaining and that all decisions would be controlled entirely by NZDF. We said no, and filed a claim in the Employment Relations Authority for pay to be included in bargaining. Our claim was successful.

The Authority agreed with us and in October the NZDF was ordered by the Employment Relations Authority to collectively bargain pay with us. NZDF wanted to keep pay out of discussions, but members were looking forward to pay finally being up for discussion as a part of bargaining.

Our members do important work for the New Zealand Defence Force – we represent the security guards, cleaners, cooks and other civilian roles. Many of them have not had a pay increase in many years, and we are looking forward to settling a collective agreement with NZDF, hopefully in the near future, which includes collectively bargained pay rates. ☺

From the Courthouse

ANAESTHETIC TECHNICIANS ON CALL

In October the Employment Court said that our Timaru anaesthetic technicians should be paid at least the minimum wage for their on-call duties.

Being on call for these workers meant they had to be ready to report for duty in just ten minutes – often for life saving surgery. They had to stay away from their families in shared hospital accommodation, which meant their time was not their own.

The DHB has applied for leave to appeal this decision. The PSA opposes their appeal.

WAIKATO DHB V ARCHIBALD

PSA member Kathleen Archibald has won her case of unjustified dismissal against her employer, Waikato DHB. Mrs Archibald's role was significantly changed following a restructure, adding almost three hours of regular travel to her day.

Mrs Archibald was 67 and needed to take care of her health. In a meeting she told the DHB that the extent of the travel involved in the new position filled her "with dread".

Rather than take steps to inquire into her concerns, the DHB terminated her employment, and

refused to pay her severance. The PSA filed a case of unjustified dismissal. The Court agreed, and Mrs Archibald won her case.

Judge Christina Inglis said Mrs Archibald experienced "a deep sense of hurt that she had not been listened to" and had her concerns "unceremoniously brushed to one side".

The Judge awarded severance pay and also doubled the compensation awarded in the Authority, sending an important message about levels of compensation awards for the future.

RMTU SHOWS WHAT COLLECTIVE ACTION CAN ACHIEVE

Wellington railway workers represented by the Railway and Maritime Transport Union went on Strike for 24 hours on Thursday, 16 November to protest clawbacks that French multinational Transdev and Hyundai Rotem were pushing onto them.

Negotiations had been going on for more than seven months by the time the workers voted to take industrial action.

Many railway workers are on minimal wages, but currently get extra pay when working extended hours. Changes to this will impact a lot on their ability to make ends meet.

"Just because a French multinational wants to make more profit, we have



to take money out of our pocket and give it to a bank account in Paris," Howard Phillips of RMTU told ONE News.

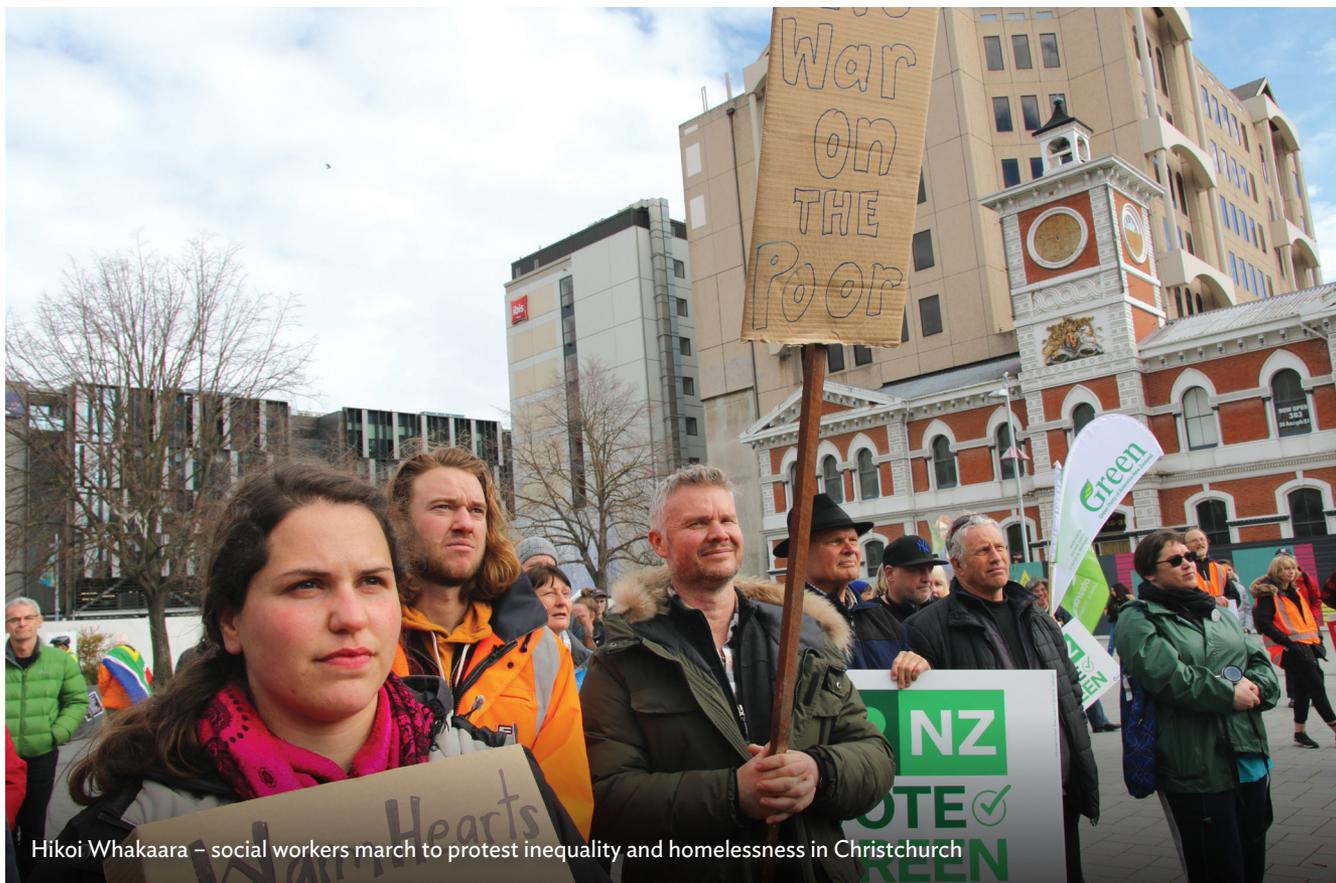
This is the first industrial action since 1994 to affect the Wellington rail system for more than two hours.

The RMTU planned a second strike

for 1 December, but cancelled it after reaching a settlement with the employers in mediation on November 30. The settlement details are not known at the time of writing.

The strength of collective action has an impact, even against big multinational corporations. ☺

facebook.com/nzpsa to see more photos of union activity



Hiko Whakaara – social workers march to protest inequality and homelessness in Christchurch



PSA staff and members running the Fidelity Life Corporate Challenge



Pasefika Network Fono in Wellington



DHB sector committee



State Sector committee



Hannah Reedy and husband Apimeleki Nasedra deliver their petition calling for an urgent inquiry into mental health services to Green Party co-leader James Shaw



Benedict Ferguson, Erin Polaczuk, Janet Quigley at PSI congress in Geneva



Women's Network craftivism in Auckland



A UnionAID quiz at the Department of Internal Affairs



Women's Network leadership training in Wellington

Colouring comp

To be in to win, post us your entries to Working Life, PO Box 3817, Wellington 6140, or scan and email it to workinglife@psa.org.nz by January 15th, 2018.

One grand prize winner will win a PSA picnic blanket, drink bottle, colouring set and other PSA swag.

For four runners-up: a colouring set and some PSA swag.



Name

Age

Membership #



85%

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| COMPLIMENTARY MEDICAL | \$400pa | \$500pa | Up to \$250pa |
| HOSPITAL TREATMENT Includes Approved Hospital Cover Policy Excess Reimbursement | Up to \$700pa Up to \$500pa | Up to \$1,000pa Up to \$500pa | Not included |
| MAJOR DIAGNOSTIC IMAGING | Up to \$600pa | Up to \$600pa | Not included |
| MEDICAL APPLIANCE | Up to \$400pa | Up to \$400pa | Not included |
| ORTHODONTIC TREATMENT | Up to \$750 per insured child Up to \$1500 max | Up to \$750 per insured child Up to \$1500 max | Not included |
| SICK LEAVE WITHOUT PAY GRANT | Up to \$50 per week Max 26 weeks | Up to \$50 per week Max 26 weeks | Not included |
| BIRTH GRANT | \$200 per birth | \$200 per birth | Not included |
| BEREAVEMENT GRANT | \$1,000 per life insured | \$1,000 per life insured | Not included |

*Primary Care premium for a single insured adult aged up to 45 years. Full Hospital Cover Plans are also available.

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