

Working Life

THE PSA JOURNAL DECEMBER 2018



Congress 2018

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Working Life Te Mahinga Ora

THE PSA JOURNAL

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On the cover

PSA member Laura Hussey flies the flag during industrial action at the Ministry of Justice in Wellington

contents

- 4 Looking ahead
- 5 President's message
- 6 News in brief
- 7 Milestone: 70,000 members
- 7 Progress points
- 8 Ngā Kaupapa agreement at MSD
- 9-11 Congress 2018
- 12-13 The future of work
- 14-15 Secure and fulfilling work
- 15 Book review: Government for the Public Good
- 16-17 Walking Access Commission
- 18 Honorary life member: Pam Jemmett
- 19 The heart of the community: Chantalle Smith
- 20 - 21 History of the CPS sector
- 22 Journey towards justice: Kim Workman
- 23 Inaugural Public Service Day
- 24-25 Just Transition
- 26-27 PSA people in pics
- 28 Book review: But I Changed All That
- 29 PSA in times of war
- 30 Festivities



A yearbook of the life of PSA



THE PSA Annual Report presented to the 2018 Congress in September (see story on pages 9- 11) featured a section titled A Year In The Life Of PSA, with a page for every month from April 2017 to March 2018.

This captured a snapshot of highlights and milestones harvested from the regular news and happenings associated with PSA activity across all sectors and member networks - and, of course, from sources such as the PSA journal and media channels. As seen at left, this also included succinct summaries of the myriad issues that the union speaks out on in the public arena in support of members' concerns and interests.

As this year draws to a close we'll be producing updated pages for the remainder of 2018, to be put into a yearbook format and made available to read online in early January along with a single sheet 'PSA Calendar' to download from psa.org.nz for the new year ahead.

The PSA communications team welcomes pointers to achievements and important events to celebrate from across the membership to keep us all informed. Just send them to editor@psa.org.nz We're all in this together - He waka eke noa! ☺

Change in PSA Fees from March

IN OCTOBER 2018, the Executive Board made the decision to increase fees as of **1 March 2019**, following consultation with sectors, networks and Te Rūnanga o Ngā Toa Āwhina.

The change to your PSA membership subscription will be a **fortnightly** increase of either:

- 55 cents (for those earning above \$42,744 per annum),
- 25 cents (for those earning between \$19,629 - \$42,744) or
- 15 cents (those earning under \$19,629).

For those paying on a **weekly** basis, the increase will be:

- 28 cents (for those earning above \$42,744 per annum)
- 13 cents (for those earning between \$19,629 - \$42,744),
- or 8 cents (those earning under \$19,629).

As PSA subscription rates are up for consideration every two years, they will not be changed again until 2021 at the earliest.

The increase continues the PSA's trend of regular, small increases, allowing members manageable changes as opposed to irregular and more significant increases. As usual,

this increase was decided upon after consideration of movement in the CPI, with the fee increase required to cover the rising costs of expenses such as provision of membership resources across 70,000 members.

The fee change, with an average increase of 3.2%, comes into effect in the first full pay period after **1 March 2019. Most members will not need to do anything as this change will automatically occur.**

If you pay by automatic payment (not direct debit or payroll deduction) our Membership team will be in contact in early 2019 to arrange the necessary changes. ☺

Kia ora ngā iwi o PSA

WELCOME TO the last edition of your PSA journal for 2018 - a whirlwind year in which PSA's remarkable growth has surged ahead to reach 70,000+ members.

In part, this momentum is symbolic of the regaining of lost ground as the union movement begins to re-assert itself in positive directions.

As our guest PSA Congress speaker Andrew Pakes, of the UK union Prospect, pointed out to us – we have exciting opportunities in New Zealand now for unions to really drive the debate around what does the world of work look like, and how workers' voices and rights are central to collectively shaping that future. (You can watch Andrew on video at [youtube.com/user/NZPSA/videos](https://www.youtube.com/user/NZPSA/videos)).

2018 feels like a year of solidarity, characterised by rolling waves of industrial action - taken as a last resort - and not unusually this



journal is again going to print just as the lengthy and steadfast action taken by our members at the Ministry of Justice is on the cusp of a potential, hard-won resolution. Thank you for your solidarity and to those who continue to contribute to the Hardship Fund for MOJ workers.

ROLLING REFORMS

As covered on page 5 of the July edition of *Working Life*, the coalition Government has been busy putting various wheels of change in motion.

Among the many areas being carried forward under this 'reform agenda', with regular inputs from the PSA, is the much-anticipated report of the Mental Health and Addictions Inquiry panel. The PSA campaigned hard for the Inquiry and we will be pushing equally hard to ensure the panel's recommendations are translated into action in 2019.

We have been at the forefront this year of some genuinely landmark advances for equal pay - for mental health and addiction support workers and for frontline social workers at Oranga Tamariki. These are major victories to proudly celebrate, but by no means the end of the story.

As I embark on my second term as your PSA president I am heartened by the ability I see in all PSA people to stand strong by standing together.

Kia kaha, kia toa, kia manawanui
Janet Quigley 🌟

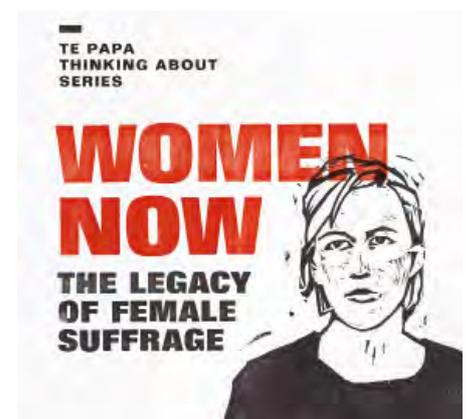
"What will you do... ?"

CONGRATULATIONS TO the PSA members who responded to the book giveaway we ran in September: Amelia Tui (MSD - Auckland), Bridget Smith (Te Taiwhenua o Heretaunga - Hastings) and Sierra de la Croix (Scion Research - Rotorua).

Women Now: The legacy of female suffrage features personal responses from Barbara Brookes, Sue Bradford, Morgan Godfery, Sandra Coney, Fiona Kidman, Holly Walker, Ben Schrader, Golriz Ghahraman, Megan Whelan, Tina Makereti, Charlotte Macdonald and Grace Taylor to iconic and everyday objects contained in the collections of Te Papa.

To enter a draw for the book we asked PSA members to respond to the question put by book editor Bronwyn Labrum: "What will you do to advance women's rights and equality in 2018 and beyond?"

For Bridget the answer is a focus on Māori and Pacific Island women: "To provide tools to make them strong enough to be able to speak with confidence on issues concerning their cultural needs". For Sierra the difference she has sought to make beyond herself is related to joining and/ or taking on leadership within groups: Zonta, UN Women NZ, the National Council of Women and PSA.



And Amelia sent us this:

"My daughter is 11. I will be continuing to nurture her to understand her worth and strengths as a woman. That she is equal to her brothers in all ways and I challenge her and my sons also, to see and act on all issues of injustice and inequality in the world". 🌟

NEWS IN BRIEF



INDUSTRIAL BARGAINING

2018 has seemed like a 'peak year' for the many, many rounds of industrial negotiations and ratifications carried out to achieve collective agreements. In addition to securing pay increases and member-only benefits, other gains that have been on the rise include embedding provisions to cover beneficial areas such as Ngā Kaupapa, domestic violence leave and study support, as well as fundamental redesigns of remuneration systems and delinking of performance pay.

In the DHB sector two mammoth exercises were completed. The first for around 3500 mental health nurses and public health nurses included clauses related to increased safety in the workplace and tackling issues such as sexual harassment. By the end of November a new settlement was also ratified for around 9000 allied, public health and technical workers. The Auckland and Rest of NZ MECAs cover PSA members working in more than 100 occupational groups across all 20 DHBs.



PSAY TAKE A SEAT AT THE EXECUTIVE BOARD

In what is believed to be a world first for a major union, PSAY - the PSA youth network - will now take an official seat with full voting rights on the union's Executive Board. Joining a PSA network connects you to other members with similar interests or issues across the union. Find out more about PSAY and the PSA's other networks (eg. Women's Network, Pasefika, Out@PSA, Deaf & Disabled, Social Workers Action Network, Eco Network) at psa.org.nz/at-work/networks/



FIRST THE HUD THEN THE HUDA

The 1st of October saw the new Ministry of Housing and Urban Development kick into life. Then on 24 November, Phil Twyford as Minister for Housing and Urban Development announced a companion organisation to be called the Housing and Urban Development Authority. Described in the media as a 'super agency', HUDA will take Housing New Zealand and its development subsidiary HLC and meld them together with KiwiBuild into a new Crown entity.



CHALLENGING THE ISDS

On 30 October the PSA joined more than 300 civil society organisations from 73 countries in sending a 'global letter' to governments participating in United Nations meetings in Vienna to urge a complete overhaul of the controversial Investor-State Dispute Settlement (ISDS) system contained within many international trade and investment agreements. Read more at psa.org.nz/media/news/



REVIEW OF LOCAL GOVERNMENT FUNDING

The PSA welcomes the Government's announcement of a review of local government funding and financing, to be undertaken by the Productivity Commission. The PSA has long called for a funding review to ensure that local authorities have sufficient funding to be able to invest in long-term service and infrastructure development - and that it is sourced through fair and sustainable mechanisms. The Productivity Commission has released an issues paper on the review, with submissions due by 15 February 2019. The PSA will be responding to the paper, and delegates on the Local Government sector committee are seeking to meet directly with the review team at the Productivity Commission. If any PSA member has any thoughts on the review for consideration as part of the PSA submission, please email Sarah Martin in the policy team: sarah.martin@psa.org.nz



RECENT SUBMISSIONS

In recent months the PSA has made submissions on reforms of the Residential Tenancies Act (RTA) and State Sector Act. Our RTA submission used members' survey data from 2017 of their often negative experiences of the housing market. We have also submitted on the review of the Protected Disclosures Act.

WAYS TO FOLLOW PSA NEWS

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- Read media releases at psa.org.nz/media/releases

Watch these policy spaces in 2019

JUST AS THIS EDITION of Working Life was being readied for the printers the long-awaited Report of the Government Inquiry into Mental Health and Addiction was publicly released.

Health Minister David Clark announced that the Government will be working its way carefully through the final 40 recommendations before formally responding in March 2019.

He cautioned that "many of the issues we're facing, such as workforce shortages, will take years to fix".

WHAT DOES IT SAY?

The Inquiry panel report - He Ara Oranga - also took the line that change will take time, adding "it must be sustained over a long period".

Taken together the recommendations propose major changes in current policies, service delivery, and laws, supported by significant increases in funding. They cover 12 broad areas:

1. Expand access and choice
2. Transform primary health care
3. Strengthen the NGO sector
4. Take a whole-of-government approach to wellbeing
5. Facilitate mental health promotion and prevention
6. Place people at the centre
7. Take strong action on alcohol and other drugs
8. Prevent suicide
9. Reform the Mental Health Act
10. Establish a new Mental Health and Wellbeing Commission
11. Refer to the Health and Disability Sector Review

12. Establish a cross-party working group on mental health and wellbeing

The PSA's Mental Health and Addictions Committee will be seeking further engagement.

ON THE 2019 HORIZON

An expected timeline for the programme of major reviews and legislative reforms will continue apace into 2019. A report from the Welfare Expert Advisory Group is expected in February, terms of reference for the Royal Commission into Historical Abuse in State Care and in the Care of Faith-based institutions has been agreed and the final report of the Tax Working Group is timed for early next year. ☺

Eli Smith



70,000
members strong
November 2018



ELI SMITH, a member of the Kaikohe Community Health team at Northland DHB, was more than happy to find out he had helped PSA across the line to 70,000 members.

Before joining the DHB Eli was involved in facilitating, developing and delivering programmes for Kura Māori for several years as a kaimahi for Ngāti Hine Health Trust. Eli and his wife Te Wairua live and raise their young family in Moerewa. Both are members of their local volunteer fire brigade and Eli is also a champion for the health and well-being of his local community - even running fitness classes out of his home garage to improve access.

Eli's special moment was celebrated with him at Whangarei Hospital through a gathering organised

by PSA delegate Steve Grant and organiser Mark Furey, joined by NZNO representatives. Eli has been presented with vouchers for 7 free nights at PSA holiday homes.

DHB MEMBERS TO THE FORE

By coincidence the 'face' of PSA's 60,000th member three short years ago in 2015 was also a DHB worker: Sarah Reilly, a physiotherapist at Capital & Coast DHB. Looking back Sarah recalls she was encouraged by colleagues at CCDHB to join "along with an independent desire to be a signed-up member of a union to represent my profession". Sarah adds: "I enjoy knowing I have a representative if necessary for work related issues and support in the form of funding for further learning". ☺



Ngā Kaupapa agreement at MSD

The 24th of October saw the culmination of over four years of hard work for the leaders of Ngā Kaitūhono, the structure for Māori PSA members within the Ministry of Social Development, as both parties came together to sign an historic relationship and engagement agreement.

THE AGREEMENT, ONE of the first of its kind in the Public Service, represents years of work establishing a structure for Māori within the MSD, and is based on principles outlined in Ngā Kaupapa.

The signing took place at MSD's office in Wellington, with Maxine Wynyard, MSD Māori enterprise delegate and Ngā Kaitūhono convenor, and Brendan Boyle, Chief Executive.

Maxine spoke with us about the history of Ngā Kaitūhono and what this agreement will mean for them.

While Ngā Kaitūhono has existed for roughly 14 years, Maxine observed a lack of structure when she inherited it as the second convenor.

"With 30 years of experience in the PSA I was confident I had the experience and knowledge to improve it, and worked at forming a national level structure for Ngā Kaitūhono."

This included introducing the Teina structure, allowing Tuakana to be planners and for the Teina to run the structure.

On 1 May 2018, the leadership of Ngā Kaitūhono presented the MSD leadership team with a proposed different way of working with and engaging Māori PSA members within MSD.

The proposal articulated that through recognising and operating according to Te Ao Māori, members would feel better valued, supported, and engaged with their work, and by extension deliver better services and outcomes to the clients and communities they serve.

Now that a mandate has been signed, Maxine says "the next step will be to expand the agreement into the regions and help Ngā Kaitūhono's presence to grow."

Addressing members of Ngā Kaitūhono, MSD, and the PSA at the signing of the agreement, Maxine

declared her excitement for moving forward.

"Now that we have this agreement it's time to breathe life into it." 🌟

The dates

The dates on which the proposal was presented to MSD, 1 May, and the agreement was signed, 24 October, carry their own significance.

The first of May is recognised as International Worker's Day, or May Day, and is a celebration of workers and the working class in recognition of both the struggles and gains made by workers and the labour movement.

The signing of the agreement took place one day after Labour Day, an annual holiday to celebrate the achievements of workers (specifically the eight-hour day movement).



The future of work and the future of our union

Ko te wāheke mai o tātou uniana i roto i te mahi

PSA Congress is our highest decision-making body, bringing together delegates from around the country every second year to discuss and determine the union's direction.

PSA policy team member ANDREA FROMM took part in this year's event and shares her experiences.

THE OVERARCHING THEME of Congress 2018 was the future of our union in an ever-changing world of work. A series of workshops explored different aspects of how unions can prepare to influence and improve workplaces and how workplace changes impact union organisation.

International and national guest speakers shared their experiences in creating a world of work that places

human beings at the centre, while delegates were given opportunities to share their own knowledge, experiences and ideas.

DAY ONE HIGHLIGHTS: THE FUTURE OF OUR UNION

Congress opened on 25 September with a mihi whakatau led by kaumātua Kiwhare Mihaka.

President Janet Quigley welcomed delegates to Congress and talked about the business ahead, followed by a minute of silence to remember those members who had passed away since the last Congress.

After the president's opening remarks, the Honourable Ian Lees-Galloway, Minister of Workplace Relations and Safety, ACC, and Immigration, addressed the room >>



to talk about the future of work in a progressive employment relations framework. He talked about the Government's achievements, and work programmes including extended paid parental leave, increase of the minimum wage, equal pay legislation and settlements and promoting higher productivity through better workers' engagement.

After a morning tea break, Congress returned for an address by special guest speaker Andrew Pakes, Director of Research and Communications for UK union Prospect, in which he discussed the challenges facing unions in a world of changing and increasingly insecure work. After outlining the issues, he shared what Prospect in the UK was doing to address them, such as providing training opportunities and exploring how workers and unions fit into the new

world of work. He touched on the aging demographic of unions and importance of re-inventing unionism and of supporting and organising all workers regardless of their employment status. This he argued will set unions on a course fit for future challenges and opportunities.

When asked about what message to take away from Congress Andrew said that "the most important thing is to listen to what young people and women are saying".

After Andrew Pakes' address, Congress was interrupted for a spontaneous celebration of the news that the Oranga Tamariki Social Workers' equal pay settlement had been signed that morning. PSA president Janet Quigley called forward the Oranga Tamariki social workers who were present and acknowledged their achievements, which was met by a powerful standing ovation from the floor.

After lunch, delegates regrouped for the first day's workshops to discuss the future of their union.

Day one came to a head in the late afternoon when delegates voted on a series of motions before awarding a Life Member Award to PSA's Pam Jemmett. Particularly striking was the decision of PSA delegates to institutionalise youth representation across the PSA governance structure. Among public sector unions globally this is extremely rare. Delegates also supported a motion to support and organise contractors. These decisions aid in leaving the PSA well prepared for the future in line with Andrew Pakes' recommendation to better listen to and include young people and all workers into union structures.

Over dinner delegates were able to meet other delegates from across the public sector, the state sector, local government, District Health Boards,



community public services and a number of PSA's networks. Engaged discussions continued well into the evening.

DAY TWO HIGHLIGHTS: THE FUTURE OF WORK

Kiwhare Mihaka welcomed delegates back for day 2 of congress, where Georgina Kerr (Kuia) and Lesley Dixon (Teina, Te Rūnanga o Ngā Toa Awhina) spoke about a claim being made by Te Rūnanga under the Mana Wahine Inquiry before the Waitangi Tribunal. They then introduced the claimants to Congress (Georgina Kerr, Llani Harding, Paula Davis, Wiremu Newton) before cutting a cake to acknowledge the filing of the case before the Tribunal on 21 September.

The launch of the PSA's refreshed strategic goals by national secretaries Erin Polaczuk and Glenn Barclay followed. Refreshed every

three years, main adjustments to the strategic goals included the incorporation of Ngā Kaupapa for the first time, and the use of a whare as the means of representing new goals

President Janet Quigley then addressed delegates to discuss the annual report, taking the opportunity to congratulate those who were awarded delegate achievement awards: Louise Morgan (Auckland DHB); John Ravlich (Customs); and Robert Sisterson (NZDF). She also recognised the inaugural awarding of the Marlene Pitman Award for Māori delegates, awarded to Susanne Tapsell at Hui Taumata.

Leading up to lunch, Council of Trade Unions president Richard Wagstaff addressed the Congress, speaking to the theme of the future of work. Throughout his speech, he touched on a number of topics

including whether the 'gig' economy is really new, modern surveillance, and the importance of using technology to consciously make work better rather than worse.

After adjourning for lunch, delegates regrouped for the second day's workshops to reflect on the future of work and what can be done by all of us to realise it.

Following further notices of motion, Erin Polaczuk took to the stage to advise that unopposed in the nominations for president, Janet Quigley was confirmed as president for a further two-year term.

After a lively two days of discussion and voting, Congress came to a formal close with a proporoake from Kaumātua Kiwhare Mihaka. All delegates stood up and formed a huge circle by holding hands symbolising the strength of the union in standing together. 🤝

The future of work

The following is an excerpt from the foreword, written by Erin Polaczuk and Glenn Barclay, to the PSA's new booklet on the future of work. The booklet was launched on October 23rd and is available free online at psa.org.nz/futureofwork, or from Unity Books in Wellington.

WORK IS SOMETHING we all do. It's how we spend most of our adult lives, and it's changing. Technology is driving us into the third or fourth industrial revolution, depending on who you talk to.

A recent UK survey found people's main worries about the future of work are that it will bring more work intensification, intrusive monitoring and loss of control over hours and the already blurry boundaries between work and the rest of our lives. Others are excited about the new opportunities that may arise through new jobs, skills or data availability.

We at the PSA think the time is right for this conversation. The need for equal pay and for low wages to be addressed is part of everyday discussion and we are also concerned about our international competitiveness and productivity. There are clear calls for workplaces to sort themselves out around culture and to end bullying and sexual harassment. New Zealand is not alone in this. The emergence of new, technology enabled forms of work, and vastly enhanced data management capability and

its implications for privacy, are prompting governments around the world to reconsider how they regulate not just "employment" but newer forms of work.

These are some of the challenges; but what are the solutions?

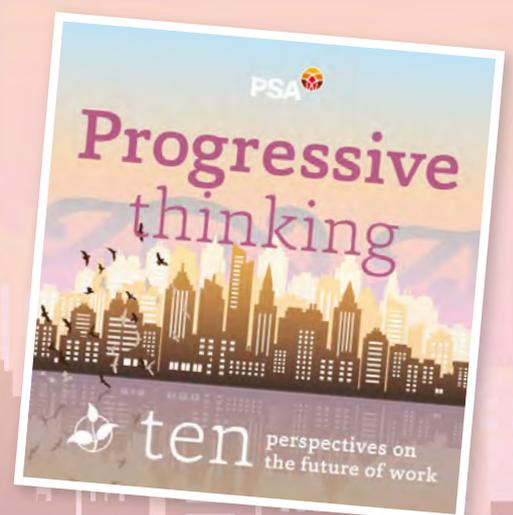
The world of work is constantly changing. Solutions need to respond to, foresee and proactively shape those changes. Hanging onto employment law and approaches to work grown from the 1880's and 1980's will hold us back. People want to bring their full selves to the work place. This includes respect for, protection, and fulfilment of our economic, social, political and civil rights. It's time to put people at the centre of thinking about work in the future. Units of labour, human capital, human resources – all terms used to describe us in the past. How do we want to describe ourselves for the future?

The PSA, and other unions, have an agenda for work. Work needs to be healthy and safe and include opportunities for ongoing development and learning. People need fair working conditions and

a secure future; they need to be supported and valued as individuals. We need workplaces where there is a high level of trust and respect in the relationship between managers and the people doing the work; where everyone has the dignity, autonomy and voice we expect in our lives outside of work.

We all have a stake in the future of work – for ourselves, our families and those who come after us.

We can either leave it to others to decide this for us, or we can step up and change the way we do things. We favour the latter. This is a challenge that the PSA accepts and encourages everyone to be part of. ☺



LOOKING FORWARD TO THE FUTURE OF WORK

The PSA celebrated Labour Day this year by launching the third book in the Progressive Thinking series, the aptly themed *Ten Perspectives on the Future of Work*, inspired by the Labour Party's Future of Work Commission.

Shining a spotlight on the importance of being prepared for the rapidly changing world of work, contributors discuss everything from the concept of employee voice to the case for rethinking work flexibility; from the state of industrial relations law in New Zealand to the role of businesses in addressing human rights issues.

THE LAUNCH

On October 23, several contributors joined us at PSA House for a panel discussion on the Future of Work chaired by journalist Max Rashbrooke.

With the combined input of authors from different backgrounds and schools of thought, it soon became apparent that there is no magic crystal ball for predicting how radically different workplaces may be in the years to come. It was however made clear that change is not so much imminent as it is already underway.

As put by Professor Margaret Wilson, changing technology has already had an impact on working lives today. Concerned about a lack of joined up public policy in New Zealand regarding how we are approaching this change, she spoke in favour of a

values-based approach put forward by Grant Robertson, agreeing with the need to focus on being inclusive, resilient, and adaptable.

Laila Harre suggested that now is a time to explore experimental approaches, admonishing current planning or initiatives that become too "top-down". She proposed we pursue more social innovation by testing out different, experimental approaches for the ways we work in order to find ways that will make long-lasting differences to a long-lasting challenge.



A core theme that emerged in discussions was that preparation for the future of work will require a mind-shift that is more focused on how we handle redeployment of our collective talent, rather than getting caught up in scaremongering about mass unemployment.

In the vein of redeployment, Sam Huggard reminded the audience that the workers who have helped build New Zealand's prosperity through our oil and gas industries deserve jobs on the other side of the transition away from fossil fuels. He emphasised the importance of supporting the growth of new and emerging industries, without neglecting those whose

industries are in their final years.

A further point of general consensus was concern regarding the rampant dominance of the Facebook-Amazon-Netflix-Google techopolies. Noting that many elements of the so-called gig economy are not doing much to set the scene for a brave new world, but are actually more illustrative of anti-democratic tendencies and negative work practices, Bill Rosenberg cautioned that dominating technological groups cannot be simply left to the market without regulation.

After an hour of in depth discussion, Te IwiNgaro Dunn left the audience with two enduringly valuable points as a final takeaway.

Firstly that "if we get (the future of work)

right for indigenous people, then everybody flourishes", and second, "that if we want to end up with a better society we need to continue to ensure that all members of our community - whatever their walks of life - experience income, conditions and attitudes that enable them to be dignified in their work".

THANK YOU TO OUR CONTRIBUTORS

Andrew Pakes, Paula Davis and Te IwiNgaro Dunn, Laura Harvey, Margaret Wilson, Bill Rosenberg, Laila Harre, Sam Huggard, Dr Noelle Donnelly, Dr Jackie Blue, and Lisa Heap. ☺

What is secure & fulfilling work?

Following on from the workshop he presented at this year's Congress, CHRIS HOWARD, a PSA delegate at the Ministry of Business, Innovation & Employment, expands on the topic of secure and fulfilling work.

FOLLOWING MAX WEBER, the cultural anthropologist Clifford Geertz wrote that "man is an animal suspended in webs of significance he himself has spun". In other words, we are creatures for whom meaning and values are central. Meaninglessness doesn't work for us. As long as we are in the world, "we are condemned to meaning", said the French existential philosopher Maurice Merleau-Ponty.

A collapse of meaning results in all kinds of well-documented pathologies, described variously as alienation, anomie, neurosis, cognitive dissonance, absurdity, nausea, despair or depression. The disorientation accompanied by a loss of meaning has perhaps best been captured by Edvard Munch's famous painting, 'The Scream' (1893).

We've all felt this way at work. Wellbeing and human flourishing (the opposite of the scream) are not possible without life being lived in a meaningful way. For most of the adult population, secure and fulfilling work is integral to a secure and fulfilling life. Work certainly fills much of our days, but to what extent does it fulfil?

A WELLBEING PARADIGM

Secure and fulfilling work can usefully be connected to the current wellbeing paradigm, which I'm sure you've noticed, is cropping up all across the public sector and beyond.

Given the prominence of wellbeing, which in recent years has moved from a somewhat fluffy discourse

to one that is shaping the economic and political frameworks around the world, there is real potential for unions such as ours to leverage off this key concept. By holding our organisations, leaders, and managers to greater account for ensuring the wellbeing of their employees, we are working for more secure, fulfilling and sustainable working lives.

Wellbeing extends the basic concept of health to emphasise the interconnections of the biological, psychological and social domains. It also points to how material environments affect our health in this dynamic bio-psycho-social sense

Wellbeing at work pertains to the interrelated aspects of working life, including the quality and safety of the physical environment, how workers feel about their work, working conditions and organisational culture.

The wellbeing paradigm signals a shift from viewing health not merely as the absence of disease or infirmity but a positive state of complete physical, mental and social well-being.

A healthy working environment, then, is one in which there is not only an absence of harmful conditions but an abundance of health-promoting ones - as promoted by the World Health Organization.

Closer to home, another useful model is Professor Mason Durie's Te Whare Tapa Wha model of Māori health. Ora, or wellbeing, require these four

dimensions – the physical, mental, familial and spiritual health – to be in balance.

I think it would be great to see this model become more embedded in our workplaces, and not merely in a box-ticking or token sense.

While none of these Ora dimensions are given the attention and priority they deserve in our workplaces, taha wairua, or spiritual health is probably the most neglected. It is as if we come to work and are expected to leave our souls at the door.

A big part of the problem with fulfilling work relates to organisational culture, lack of leadership and excessive bureaucracy, subjects I'm looking forward to exploring further.

THE WAY FORWARD

It seems to me that there is great potential for us as union members and delegates to leverage off the wellbeing agenda. Usefully, we can make a compelling case for how a wellbeing approach benefits both employees and organisations.

There are at least three good reasons to aim for this:

1. Happier employees are more productive employees. Study after study shows that happier employees are more engaged, more motivated, do better work, play more effective roles in teams and make better leaders.

2. Happier employees are healthier employees. Happiness and health are interconnected. Happier employees are less likely to get sick and if they do, they recover faster. Overall, they show up to work more, are more present when they are there and have more and better energy.

3. Happier employees are more loyal. Happier employees are less likely to leave, which is better for productivity. Other potential benefits include:

- Talent attraction/retention. If you are a great organisation to work for, great people will want to work for you.
- Innovation. Happier people are more creative and high functioning teams can embrace new ideas and better implement them.
- Improved individual and team performance.
- More fun. Promoting well-being at work will simply make work an easier, better place to be.

The recent interest in well-being at work reflects a more complex understanding that you employ the whole person, and this means supporting the whole person, not just their output. It's akin to the government's fresh new idea that economic growth and GDP aren't the only and best measures of New Zealand's performance as a country.

Beyond productivity, moving towards a wellbeing framework has other benefits, such as environmental sustainability; social justice; promotion of diversity and inclusivity; better individual, familial and public health.

Working fills large proportions of our time, and time is all we have, so let's work towards making it more fulfilling. ☺

'A book for its times'



PSA MEMBERS **David Green** (Manatū Taonga | Ministry for Culture and Heritage) and **Andrew Macbeth** (Greater Wellington Regional Council) generously answered the call we made in our September edition to review Max Rashbrooke's latest book, *Government for the Public Good* (Bridget Williams Books, 2018)

Here's some of what they had to say.

David: Along with the the vast majority of PSA members, I believe - even in moments of doubt - that my taxpayer-funded work contributes to the public good.

I also hope that this work is done 'better' - however that word is interpreted - under state auspices than it would be if it were left to market forces.

In his latest book Rashbrooke asks this fundamental question: Are governments really less effective or efficient than private organisations at solving collective problems?

He has done the hard yards, ploughing through many meta-

reviews, official reports and peer-reviewed studies which address this question for New Zealand and the wider 'Anglosphere' within which we are bit-players.

To his credit he explains knotty issues clearly in this new book, and often wittily. Highly recommended as a book for our times.

Andrew: (This) book provides numerous examples from New Zealand and international research about where governments and the private sector have succeeded and where they have failed.

I was impressed by the depth of research and collaboration involved in writing and publishing this important work, and believe it should influence the debate for years to come on the relative roles of government and the private sector in New Zealand and elsewhere. The book has three basic themes.

Firstly, there are many important things that governments can do that no other set of entities can. Secondly, letting markets take care of public services or assets has in many cases not worked well, especially when viewed over a decade or more. Thirdly, government is still not working as well as it could, and needs to reduce influence by the wealthy and other elites, while empowering more people in decision-making processes.

This should be required reading for anyone involved in delivering or governing public services and assets.

Editor's note: Both reviews are featured in full at www.psa.org.nz ☺

Find your next adventure this summer

Not all PSA members work for huge public service departments, alongside thousands of colleagues in District Health Boards, or at big urban councils. ASHER WILSON-GOLDMAN tells us about the work of the Walking Access Commission Ara Hikoī Aotearoa.

WORKING FOR ONE of the smallest Crown entities means my colleagues around the country number less than 25, but we still take our responsibilities seriously.

The Walking Access Commission Ara Hikoī Aotearoa isn't quite 10 years old yet, but we're the Government's expert agency on public access to the outdoors. While our friends at the Department of Conservation cover 30% of the country, and local authorities promote access in their many parks and reserves, our mandate includes the remainder of the country.

THERE ARE NO LIMITS

My colleagues help to negotiate public access over private land (including Māori land) and provide advice to the thousands of passionate community volunteers

who want to build tracks and trails to connect their communities to each other, their local beach or river, and to DOC and council parks. It's a big job, but we feel lucky to do it!

Because we aren't limited to a particular region or land owner, we're uniquely placed to coordinate between community groups, iwi, landholders like farmers and forestry companies, DOC and councils. We know that people want to walk, cycle and horse ride in our most beautiful spots, and we need to work together to make it happen.

FIND MY ADVENTURE

Our newest tool to support our work is called Find My Adventure. After receiving feedback that people found it hard to know where they could go in the outdoors, and that there were too many different

websites to visit (DOC, councils, Te Araroa, community groups, etc) we decided to build a tool that covers everything. If it's a track anywhere in New Zealand that's open for the public, we can list it!

Find My Adventure is available on our website, but it doesn't only live there – it is available for anyone as an embedded app to put on their websites too. In this way, through partnerships with councils and other track owners, we can make sure that no matter where they look online, people can receive consistent and high-quality info that lets them make smart choices for their next outdoor adventure.

Check out Find My Adventure or find out more about the Walking Access Commission at walkingaccess.govt.nz 

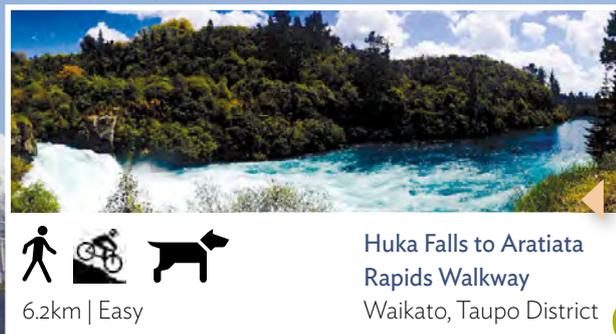
Oh, the places you'll go!

While you might not have heard of the Commission, they own some of New Zealand's most popular short walks. Here's a few of their favourites from across the country, and you can see plenty more on Find My Adventure at walkingaccess.govt.nz.



Coromandel Walkway
Waikato, Thames-Coromandel District
10km | Easy



Huka Falls to Aratiata Rapids Walkway
Waikato, Taupo District
6.2km | Easy



Rakaia Gorge Walkway
Canterbury, Selwyn District
4.7km | Easy



Rangituhi/Colonial Knob Walkway
Wellington, Porirua City
7.1km | Easy



Tunnel Beach Walkway
Otago, Dunedin City
1km | Easy

Photo by Julian Hitchman

Honouring our people

Congratulations to Pam Jemmett, the PSA's newest honorary life member!

PAM FIRST JOINED the PSA in the mid-1980s. Growing up in a large family, Pam's driving force in life has always been people and helping those around her, particularly those less fortunate. She loves to empower and support people and to ensure they are valued. This passion has lent itself well to her decades as a unionist and mentor.

Soon after starting work with the University of Otago in 1990, Pam was encouraged by delegates to become more active in the union movement. Pam was elected on to the Otago PSA delegates sub group in 1993, serving as convenor and then co-convenor (before it became commonplace she recommended she share the role with a male counterpart) for 16 years.

She was a member of Otago's bargaining team from 1993–2015, a period that included the university's first ever, and ultimately successful, strike.

In the early 2000s Pam also represented the PSA tertiary sector in the successful effort to have funding increased for salaries. A highlight for Pam was the opportunity to represent the CTU at the 8th World Women's Conference of the International Confederation of Free Trade Unions in 2003 attended by over 450 women from around the world.

Pam's leadership skills have been evident throughout her career. She was elected as convenor of the Community Sector under our previous structure, serving two terms as the sector's first



representative on the newly formed Executive Board from 2000–2004, and was also a member of the Board's Audit Committee.

Following the reshuffle of the sectors, Pam served a further two terms as convenor of the State Sector, executive board member and treasurer until 2015. She was also a founding member of the PSA Women's Network in 2009, connecting women with similar interests and issues across the union.

Over the years Pam has participated in numerous working groups at

Otago responsible for the job evaluation scheme, new salary scales, and the performance development review system. At the request of local delegates, Pam successfully applied for a position as a subject matter expert for the university's Support Services Review project in order to bring a union perspective to the project.

As younger PSA delegates have stepped into roles, Pam has always been keen on building capability and using her experience to provide mentoring.

Her contribution at an enterprise level has been invaluable. Locally, Pam's community service extended beyond her union work through her representation on Dunedin's Saddle Hill Community Board from 2006–2015.

Pam was humbled to receive the honour, saying that she was "completely overwhelmed" and "so proud to be a life member". PSA honorary life memberships are very rare, and it is clear from Pam's dedication and commitment to the work of the PSA and the wider union movement that she is a worthy recipient.

In summing up her time as a PSA member, Pam notes the importance of the connections she has made, emphasising "the laughs, the camaraderie, and the irreplaceable friendships". ☺

The heart of the community

FROM HER WORK on the Public Service sector committee to involvement in PSA networks and campaigns (the Women's Network, PSAY, and the Equal Pay campaign), Chantalle Smith has made a name for herself throughout the PSA as one of our many remarkable members.

A librarian at the Alexander Turnbull Library for the Department of Internal Affairs, Chantalle spends her days helping visitors to the library with their research.

An emphatic advocate for libraries, Chantalle is also co-convenor for one of PSA's newest member-driven groups, the Libraries Panel.

"I'm always happy to be involved, especially for libraries. I want people to hear the plight of libraries and librarians because we're getting undervalued, underfunded, and I think a lot of councillors and people in general don't recognise the purpose of libraries anymore."

Working Life talked to Chantalle about the Libraries Panel and equal pay.

THE PSA LIBRARIES PANEL

In 2016, a workshop for library delegates was held to identify common issues faced by libraries and their staff. While feedback made it clear that pay was a predominant concern, other key issues included working conditions and the concern that people don't seem to understand how much libraries do for communities, or that librarianship is a career that requires qualifications and skillsets – it's not about reading books all day.

From helping the homeless and teaching people who don't know how to use computers, to running children's programmes to get kids excited and learning to read, libraries are an integral part of communities everywhere.



Following the workshop, a call went out for expressions of interest regarding the formation of a group within the PSA devoted to pushing for the needs of libraries and associated staff. And thus, the PSA Libraries Panel was born.

Panel members are united by strong focuses on equal pay, the living wage, enhancing professional development opportunities for library staff and advocacy for strong, well-resourced public libraries.

LONG TERM PLANS

The formation of the panel was soon followed by action. As many Councils were working on their Long

Term Plans, the panel seized the opportunity to put in submissions in support of libraries and the role they play within our communities.

EQUAL PAY CLAIM

The Libraries Panel are now working towards making an Equal Pay Claim for library assistants. The decision was made to focus on library assistants, the stepping stone to librarianship, as it is a misunderstood role subject to undervaluation and low pay. Despite qualification requirements, library assistants are consistently low paid, and are often incorrectly perceived as being akin to a customer service role.

Chantalle points out that people are often unaware of the extent of skillsets required by library assistants and librarians – roles that are becoming increasingly technical as libraries adapt to the digital world. While the world of IT is high-paid and male-dominated, the female-dominated world of librarians is facing an increasing demand for technical skills, without the equivalent remuneration.

"Increasingly you need to know IT skills, yet the pay for somebody in the IT sector is way higher than somebody in the library sector, and I don't understand why," says Chantalle.

And so the Libraries Panel are putting forward a plan to get better pay for library assistants, with the hope that once library assistants are paid what they're worth, librarians' pay will also increase in relativity. ☺

A History of the PSA's Community Public Service Sector Ratonga Mahi a Hapori

Contributed by Jenny Goodman

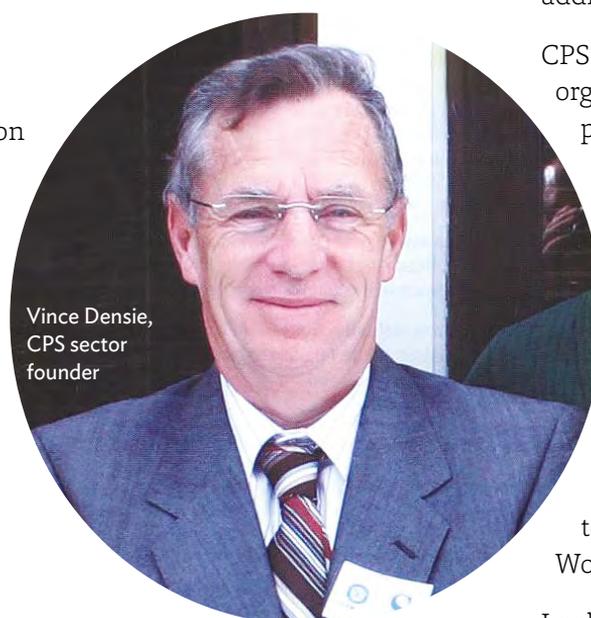
IN THE EARLY 2000s – approximately 2004 – Vince Densie, a very active and dedicated delegate working for NZ Care in Christchurch in the intellectual disability field expressed concern regarding the lack of representation that both intellectual disability and home-based community support workers had within the PSA.

At that time, PSA members in what is now the Community Public Service (CPS) sector were represented by one NGO delegate sitting on the Health sector committee along with 21 other committee members. The term 'a voice in the wilderness' would be appropriate to express the effectiveness of that representation.

Vince, who has been likened to a terrier with a bone, appealed to the PSA's national secretaries to form a CPS sector within the Union, and Richard Wagstaff, now CTU President, ran with the idea and encouraged delegates to join an NGO sub-committee, the forerunner of our CPS sector.

The inaugural meeting of this sub-committee was held in Auckland in 2005 and Vince was elected the Convenor. He could without doubt be considered the founder of our present day CPS sector. Sadly, Vince collapsed and died suddenly at Christchurch Airport on 8 October 2008 while travelling to Wellington in his role as PSA delegate.

Te Rōpū Taurima delegate Lee Knight assumed Vince's role and was appointed the first CPS sector Convenor when Congress 2010



voted the CPS sector into existence, with a membership totalling close to 2,000 members. IHC NZ home support delegate Jenny Goodman served as Convenor between 2012 and 2016, and Pania Love and Pania Tulia have been co-convenors up until the present day.

As the newest, fastest growing and most diverse sector within the PSA, representing over 300 enterprises and fast approaching 10,000 members, the CPS sector has achieved remarkable success in its first 10 years. It developed the 'Up Where We Belong' campaign, which led to the 'Sleepover Settlement' and then the 'In Between Travel and Guaranteed Hours Settlement' for support workers, and working

alongside E Tū, have won equal pay for those in the support sector, including the most recent equal pay settlement for mental health and addiction support workers.

CPS delegates and members have organised events to educate the public about the importance of their work and the people they support, and they have lobbied politicians for better value and funding for support work. In these endeavours, our delegates have been fully supported and encouraged by an incredible team of organisers and senior staff, with special mention going to Kerry Davies and Melissa Woolley.

Looking back over our first decade, the CPS sector can be proud of its achievements and feel confident that it has a bright future. They are well supported by the calibre of the new and younger delegates and members putting themselves forward to be sector committee members and striving to continue the legacy that has gone before them.

In the words of Helen Keller: 'Alone we can do so little; together we can do so much.' 🌐

FOR MORE INFO

Find out more about the CPS sector and meet the members of the committee on the PSA website:

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



Emerging Leaders 2018

Congratulations to all participants in the two-day Emerging Leaders training course held in Wellington on 13-14 November 2018. CPS sector delegates from across the country were invited to attend and expand their skills in the areas of leadership, understanding the purpose, values and objectives of the PSA, as well as our equal pay focus for social services NGOs and some practical communication skills.

PARTICIPANTS

Maria Butler, George Super, Mahana Paerata, Deborah Hendry, Fiona McLean, Hannah van der Zanden, Kimberly Johnston, Tracy O'Brien, Sumeera Salpitikorala, Bobbi Munday, Delwynne Jensen, Simon Owens, Pania Love, Jacob Crown, Michelle Callinan-Troup, Vanessa Upjohn, Cruz Christiansen, Judy Robb.



Journey Towards Justice

Writer GUY CHISHOLM looks at *Journey Towards Justice*, the memoir of police officer, public servant, prison manager, restorative justice campaigner, jazz musician, and former PSA member Dr Kim Workman.

CRIMINAL JUSTICE IS an issue that tends to draw strong opinions in Aotearoa, a country with one of the highest incarceration rates in the OECD. Indeed you can't wade far into the debates about crime without encountering a false dichotomy: do you support victims or criminals? Is it 'us' or 'them'?

Dr Kim Workman's memoir challenges this dualistic thinking and provides a recent history of our justice system. Many would claim him as the country's leading restorative justice champion, and he writes passionately on the subject. His book is peppered with examples of restorative justice in action – where offenders meet and reconcile with victims, whānau and the wider community.

Dr Workman, born in 1940, is of Ngāti Kahungunu and Rangitāne descent and sees Māori conflict resolution as influential to his thinking. When I spoke with him, he noted that the Māori approach is “not so much about punishing, but more about recognising you've done harm and you need to correct that wrongdoing – and to restore the peace and wellbeing in that community”.

Journey Towards Justice begins with stories of Dr Workman's early life as a mischievous and musical Wairarapa boy turned Wellington police officer. He later held positions across the public sector, including Head of the Prison Service from 1989–1993 and

Director of Prison Fellowship New Zealand from 2000–2008. He has always had a strong focus on serving and advocating for Māori, who make up half our prison population. He is also never far from a piano.

This book is no justice essay. Dr Workman's tone is casual and sincere, and his memories breathe life into the criminal justice debate and the nuances of Crown–Māori relationships. It also documents a fascinating yet ordinary life – with many warm, dark, and funny moments (including being mistaken for Sean Connery by a drunk Bulgarian woman and signing his autograph accordingly).

Beyond the justice system, this memoir offers great insight into the public service at large. It stresses the importance of honesty and integrity – and the admiration that Dr Workman holds for public servants who embody these principles. Readers will also recognise a host of historical decisions and changes to the political landscape – and there are plenty of considered anecdotes involving those high up the ladders.

Regardless of your alignment with Dr Workman's beliefs, his commitment to the public service and community is undeniable, and *Journey Towards Justice* is undoubtedly worth reading. It is both eloquent and accessible, and it will likely leave you contemplating the concept of justice itself. 🎵



Jackie Kerr – Department of Corrections national convenor, longstanding national delegate, sector representative and PSA member since 2001 – is pictured here after being presented with a copy of Kim Workman's book *Journey Towards Justice* as an early Christmas gift. Jackie works as a Corrections Officer at Waikeria Prison.

PSA national organiser Willie Cochrane presented the book at a Corrections national delegates' meeting in November, with these words: “Jackie exemplifies the massive difference that delegates make for the people PSA represents – and deserves special acknowledgement as someone who always goes beyond the call of duty. We'd be at a loss without her.”



Inaugural Public Service Day makes its mark at the frontline

ORGANISED UNDER THE auspices of the State Services Commission we now have a special new day to mark on the calendar: New Zealand Public Service Day - Te Rā Kāwanatanga.

The date chosen commemorates 7 November 1912 - the day the Public Service Act became law. On an annual basis there will now be a week in which public servants are officially honoured, through the awarding of Public Service Medals and State Services Commissioner's Commendations for Frontline Excellence - He Tohu Amorangi a Te Kawa Mataaho.

Fourteen public servants representing 13 different public service agencies, received medals and commendations - with six going to PSA members, including the posthumous award to DOC biosecurity ranger Scott Theobald who died tragically in a helicopter crash.

PSA national secretary Glenn Barclay: "As stated by Prime Minister Jacinda Ardern the exceptional work done to improve New Zealanders' quality of life and wellbeing is rarely acknowledged... It is (just as) important to further acknowledge the depth of diversity of the unsung contributions made throughout the entire public service and across the breadth of New Zealand".

Working Life spoke with Ailsa Parker, Dale Parkes, Heather Doughty, Noel Oriwa Harris and Patricia Prchal (pictured above left to right) about the awards' significance to them.

Ailsa - Librarian, Ministry of the Environment

"(To me) this is recognition of the need to preserve our historical government information. It also recognises the often underestimated role of government librarians".

Dale - Customer Services Officer, Inland Revenue and PSA delegate

"(In my role) I want people not to be scared of Inland Revenue and see it as some juggernaut. I want people to see that we can help them. That's what we're here for.

"Hearing that I'd won was fantastic. I'm doing what I want to be doing and this was recognition that I'm doing it well. A lot of the people I work with have been in the call centre for a long time because they care. I felt like I accepted the award for all of us".

Added to this IR Commissioner Naomi Ferguson described Dale, who has been a PSA delegate since 2004, as a "great IR colleague" who makes a "real, positive difference" and embodies the spirit of service.

Heather - Senior Landonline Application Specialist, Land Information New Zealand

"I'm very fortunate that I really enjoy my job and work with a great team of people, who also put in a lot of time and effort. This commendation showed me that people do actually notice the hard work you put in".

Noel - Mapping Officer/ Waitangi Tribunal Unit, Ministry of Justice

"It's a privilege personally to be involved in our kind of work. The mapping advice I'm providing drills down to what was. It is humbling to envision our shared past and give it some life".

Patricia - Care and Protection Coordinator, Oranga Tamariki

"Receiving one of the awards was astonishing and humbling. While receiving the award acknowledges the work of all Coordinators [Youth Justice and CPC] to be the actual recipient was an extraordinary feeling. For fellow Oranga Tamariki colleague Kyle Kuiti to be presented with a Public Service Medal by our Prime Minister underlined the value of the mahi or those of us employed by Oranga Tamariki". 🌟



Making Way for a Just Transition

On Friday 5 October, the Council of Trade Unions held New Zealand's first-ever Just Transition Round Table.

HELD AT TE Wharewaka O Poneke, the full day event welcomed trade unions, government, businesses, Māori representatives, and environmentalists to explore how New Zealand can fairly transition to a net-zero emissions economy, while providing good jobs in well-supported communities.

A series of panels throughout the day included views from the government on a Just Transition. Ministers Hon. James Shaw, Hon. Dr. Megan Woods and Hon. Iain Lees-Galloway addressed the room about the need for people to feel secure within their regions' respective economies and to have support in place for the most vulnerable, and the value of innovation in a Just Transition.

Keynote speaker Samantha Smith, Director of the International Trade Union Congress (ITUC) Just Transition Centre, travelled to the event from the US to speak about the global momentum for a Just Transition.

Samantha said: "We can all see we're in the middle of an energy transition, [and] everyone can see a horizon on oil and gas industry."

Additional speakers included Laures Park and Aubrey Wilkinson of the CTU Runanga, John Carnegie (Business NZ), Tony Maher (CFMMEU Australia), Tumanako Wereta (Tuaropaki Trust), and Adelia Hallet (Forest and Bird).

What is a Just Transition?

The term 'Just Transition' may sound unfamiliar, having only been adopted by the International Trade Union Congress (ITUC) over the past decade.

The idea of a Just Transition refers to a set of principles, processes, and practices intended to protect and support the interests of working people as we transition to a low carbon future. A Just Transition recognises that responding to climate change will require making necessary changes, but also provide positive opportunities moving forward.

"If the process of transition is not just, the outcome will never be."
– The Climate Justice Alliance

The role of unions in creating a Just Transition

Sam Huggard – CTU National Secretary

“It’s really important that unions are driving this debate in NZ because we want to make sure that the interests of workers are really clear in this process, and in particular that they have a seat at the table and can start to define what a Just Transition will mean for workers. This means factoring in things like income security and income support, the need for retraining and redeployment, and the need for economic diversification to make sure our regions have a really strong plan to replace some of the industries that we know eventually are going to need to be let go as legacy industries.”



Susannah Bailey – PSA organiser / Eco Network

“In discussing how to make a Just Transition, we’re bringing together people from the union movement and from the environmental movements to discuss how we can move to a low emissions economy while supporting workers through that transition.”



Sam Smith – Just Transition Centre Director

“For a successful Just Transition, unions have to be at the table. Unions bring their experience of the work they’re doing and how that work could change in order to bring down emissions, and they bring the knowledge of what their communities, economies and companies need to do to bring down emissions, improve productivity, and create better jobs.”



Amanda Larsson – Greenpeace NZ Climate and Energy Campaigner & PSA member

“There is a very strong connection between the movement for workers' rights and the movement for protecting the natural world. So it’s important for organisations like Greenpeace to be part of this conversation because we recognise that responding to climate change requires certain polluting industries to be dismantled, and we also acknowledge that transforming these industries will have severe impacts on the people who work in them and the communities that are dependent on them.”



David Tong – WWF Campaigner & PSA member

“It’s crucial that unions are part of the climate change conversation because they represent the people who are affected by climate change and affected by the changes we are making to deal with climate change.” ☺



BRINGING IT TO 2018!



PSA members and equal pay campaigners brought their energy to Parliament on the day of the first reading of the Equal Pay Amendment Bill on 16 October. This energy has continued through to the Bill's submissions process.



The Stand Together for One Public Service event held on 27 September was an opportunity for delegates from across the public service to meet for the first time on core issues such as the State Reform Act and planning for a 'New Deal' for public servants.



Members of the PSA's Mental Health and Addictions Committee came to Wellington in November to meet with Health Minister David Clark.



Thursday 29 November saw the historic launch of Oranga Tamariki's Te Rūnanga Kai Awhina O te Rito - teina to its MSD tuakana Ngā Kaitūhono. The rūnanga has received the full support of OT chief executive Grainne Moss and it has its own paid 0.5 convenor - Manu Hunter.



PSA DHB sector committee member Nancy Dally with new acting national secretary Kerry Davies outside Parliament.



It's Christmas party time - deck the rooms with PSA delegates, good cheer and best wishes for the end of year!

MARCHING FORWARD TOWARDS 2019



September saw ratifications of hard-won new Collective Agreements at Inland Revenue and the Ministry for Business Innovation and Employment. Pictured here are the MBIE bargaining team on the day of signing.



Social worker Tina Corrigan above was one of three claimants - the others being Rachael Baxter Mackay and Pixie Stockman - who got to see an historic pay equity settlement for statutory social workers at Oranga Tamariki gain a high media profile in September.



PSA members who work in Sterile Services at Canterbury District Health Board gather in November at a ratification meeting for the successful Allied Health MECA.

Standing strong! PSA members at the Ministry of Justice began industrial action for fair pay and a fair pay system with a strike at Courts around the country on 19 September, another nationwide strike on 7 November and a series of work-to-rule stoppages and bans through to Friday 30 November. This extended show of strength attracted balanced coverage, some notable expressions of support from the legal profession and demonstrated the resilience of PSA delegates and members to get the deal they deserve. Solidarity in purpose, values and numbers!

Favourites from Suffrage 125

Jane Tolerton's literary celebration, ***But I Changed All That*** (Booklovers Books, \$18), quickly found a place on my list of favourite Suffrage 125 commemorations.

Across 75 entries, Tolerton concisely treats you to a crash course in inspiring New Zealand women. There are the obvious suspects of feminist history, such as Kate Sheppard, Jean Batten, and Helen Clark, alongside a swathe of inspiring names I'd never (or barely) heard of.

That includes Dinah Lee, who famously broke new ground for singers. This Lee quote supplied Tolerton with her book title: "To them the girl singer was just a fill-in. But I changed all that".

And not all entries are strictly firsts for women – there are plenty of New Zealand firsts, such as Pikiteora 'Pixie' Williams inclusion as the first person to sing on a completely New Zealand-made record, and Ruia Morrison's achievement as the first Māori person to play tennis at Wimbledon.

Informative, concise, and close to home, Tolerton seamlessly navigates achievements from the arts to academia, through sports, public service, broadcasting, business, and of course, politics. "All the women in this book heard a little crack in the glass ceiling," describes the astute and timely blurb – and by virtue of reading it, I feel like I got to hear that little crack too.



With Christmas coming up, it's a guaranteed stocking filler for many of the amazing women – and men – on my seasonal shopping list (and at cost price it's also an option as a fundraiser for union networks; email editor@psa.org.nz). ☺

na Bronte Ammundsen

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The PSA's early days in times of war

CEASE FIRE. Those two words at the head of the editorial section of the Public Service Journal of 20 November 1918 refer to the Armistice at the end of the 1561 days of what we now call World War 1.

The journal reported that relief was “expressed openly and joyously”, underpinned by “a feeling of thankfulness for deliverance from further strife and suffering” and an awareness that every form of material loss counted for nothing beside “the sorrow that has entered into every heart”.

Timely research by retired PSA organiser John Shennan has been weighing up the PSA's history during this period of 1914-18. At the beginning of the war the PSA was

less than a year old, and its honorary general secretary Frank Millar, age 28, was also holding down a full-time job as an Assistant Inspector of Special Schools.

Shennan's labour history research so far shows that over the course of the war 3,165 public servants served in the armed services and 414 were killed in action or died of wounds. In addition another 114 public servants died during the cruel influenza epidemic of late 1918, 100 years ago.

His review of pages of the PSA Journal indicate an attitude of ‘resplendent patriotism’ and a pointer to lack of support for any public servants who were suspended from employment for ‘alleged use of disloyal and seditious utterances’.

An estimated rise in the cost of living of 62.4% during this time was just one cause of widespread disadvantage experienced by public servants. The nascent PSA faced many challenges including an anti-union Government and a paternalistic Public Service Commissioner but it survived and had 5419 members by 1918.

As for Frank Millar, he became the PSA's full-time general secretary the following year. Historian Bert Roth: “The PSA had come through the difficult war years with an enhanced reputation”. It also won the support of the majority of public servants for providing an ‘effective counterweight’ to the Commissioner .

See also: psa.recollect.co.nz 🌐



Getting workers home safe and healthy

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

To book a course, or for more information:

www.worksafereps.co.nz | 0800 336 966

Festive as

EQUAL PAY IS COMING TO TOWN

(Sung to tune of "Santa Claus is Coming To Town")

You better watch out
You better not cry
Better not pout
I'm telling you why
Equal Pay is coming to town

It's been a long time coming
For Admin and Clerical
We won't wait any longer
Or we'll be hysterical

We've put in our claim
And got all the facts
just got to pass the amend-
ments to the Act
Equal pay is coming to town

O! You better watch out!
You better not cry
Better not pout
I'm telling you why
Equal pay is coming to town
Equal pay is coming to town

Credit: Jeanette Wilkinson



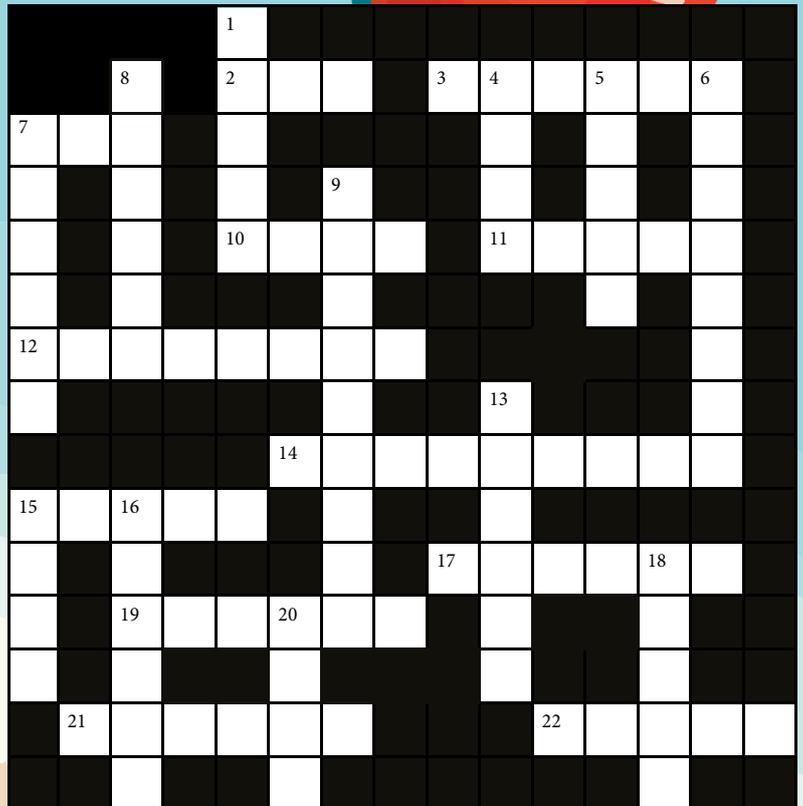
CRYPTIC CHRISTMAS CROSSWORD

Across

- 2. The first woman arrived a night early (3)
- 3. A chilly reception for the snowman (6)
- 7. An idiot was seen near the manger?
- 10. Rodents running up became a guide (4)
- 11. Ogled a place for big family reunion (5)
- 12. His vanity included it at birth (8)
- 14. Romantic decoration if the French give it some (9)
- 15. They may be printed in Golden State streets, in short (5)
- 17. Listen out for a metallic garland (6)
- 19. This reindeer busts a move (6)
- 21. A time of year that's silly really (6)
- 22. A red degree for baked goods (5)

Down

- 1. Birthday boy? (5)
- 4. True for the right ale but not Santa (4)
- 5. More like 13, slides one out (5)
- 6. This archaic term is turning for the season (8)
- 7. The arrival of a sad venture (6)
- 8. Hard liquor for Christmas cheer (6)
- 9. Gamebird sent on the first day (9)
- 13. A vehicle one hears will kill (6)



- 15. Lumped in for the naughty children (4)
- 16. Like Rudolph, either way he's more embarrassed (6)

- 18. Creatures in twelve stockings (5)
- 20. The company gave the thumbs up to prepare lunch (4)

1. Jesus 2. Eve 3. Frosty 4. Real 5. Sleds 6. Yuletide 7. Ass (across) Advent (down) 8. Spirit 9. Partridge 10. Star 11. Lodge 12. Nativity 13. Sleigh 14. Mistletoe 15. Cards 16. Redder 17. Tinsel 18. Elves 19. Dancer 20. Cook 21. Season 22. Bread

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