

Working Life

THE PSA JOURNAL DECEMBER 2019



**Stand up for
library workers**
.....
Working for free
PSA pay survey
.....
New Holiday Homes

Get more value from your PSA membership.

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Working Life Te Mahinga Ora

THE PSA JOURNAL

Working Life is published quarterly.

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

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Printing: Webstar, Masterton.

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On the cover

Rachel Raphael, Susan Heron, and Chantalle Smith at the Stand Up for Library Workers campaign launch

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“TELL PEOPLE HOW IT IS FOR YOU”

Tēnā koutou e te whānau

In October I was fortunate to attend the Council of Trade Unions Conference along with other members of the PSA delegation.

The address by Prime Minister Jacinda Ardern was a time to take stock of all the great things that have been accomplished in the last two years.

These include strengthening union rights, restoring proper breaks for workers, the raising of the minimum wage, the extension of paid parental leave, and progress on equal pay claims.

The Prime Minister's speech along with a recent Facebook post highlighting this Government's achievements are reflected in the positive comments I hear when I travel around the country.

So let's shake off the negativity that's being spun by some. Let's celebrate what's been achieved and look ahead to what's still to do.

FAIR PAY AGREEMENTS

Top of that to do list are fair pay agreements which would give better pay and protections to some of our most vulnerable workers.

In the last month we've been rallying members to respond to a Government discussion document on FPAs.

I've been encouraging our lowest paid members to tell people how it is for you.

We need to stop those employers who look to exploit them as cheap labour by setting minimum



industry standards through fair pay agreements.

So let's be loud and clear that we aren't up for negotiation on this important issue!

WORKING FOR FREE

On November 18 the PSA and other unions marked the date that all New Zealand women began working for free until the end of the year.

I have also been thinking about our Pasefika sisters who have been working for free since the end of September, and our wāhine Māori who have been working for free since October 12.

Let's hope that by this time next year those dates will be closer to Christmas!

WELL DONE

I'd also like to take this opportunity to congratulate our members and staff who ran in the local body and DHB elections in October. It takes guts to stand up for what you believe in so I salute all your efforts.

Congratulations also to all our members whose hard work and dedication has been recognised in the Public Service Day and Spirit of Service Awards in the last few months.

Finally I'd like to thank delegates and staff for the huge year we've had and the gains we've made as a union which now numbers 75,000 members.

I wish you all a safe and happy festive season and hope you get to enjoy a well-deserved break with your families.

Ngā mihi nui ki a koutou katoa

Janet Quigley – President, PSA



Obituary: Lynn Middleton

PSA's first female national secretary and equal pay leader

PSA members and staff are deeply saddened by the recent and sudden death on November 13 of former PSA national secretary Lynn Middleton.

Lynn played an important and significant role in the union movement, working for NZEI, NZCTU, PSA and Education International.

After leaving her role as women's officer at the CTU, Lynn became PSA national secretary in 1999. She was the first woman to take on that role.

As a member of the newly formed three person PSA Secretariat until 2004, Lynn led the union into a period of strong membership growth, growing engagement with Government and employers. She formed important relationships with



key leaders throughout the public service.

Lynn was a committed feminist and promoted the rights of working women throughout her life. She was a powerful advocate for equal pay and pay equity and represented the PSA on the Labour-led Government's Pay

and Employment Equity Taskforce.

Lynn was also a founding member of the Public Service Tripartite Forum, where she successfully advocated for the creation of a public service superannuation scheme.

Lynn was gregarious and fun to work with. She embraced life and people, putting everyone at ease and spreading her warmth and support.

PSA President Janet

Quigley remembers Lynn as a special person who mentored and paved the way for other women in the union movement both here and internationally.

We will all miss her dearly.

National Secretary Kerry Davies

Working for Free

From November 18 New Zealand women effectively began working for free until the end of the year because of the 11.9% pay gap between men and women.

For Pasefika women the statistics are even more damning – they've been working for free since September 29 due to a 25.5% pay gap.

The pay gap is almost as dire for wāhine Māori – a 22.1% pay gap left them working for free since October 12.

CLOSING THE GAP

The PSA continues to lead the charge to reduce that pay imbalance.

You can read more about our efforts including the launch of a libraries campaign, the DHB Admin workers' select committee appearance and donation drive, a new claim for public service admin workers, and the establishment of regional Women's Network Hubs on pg. 8-9.

Research being undertaken for

our Mana Wahine treaty claim is throwing light on the causes of the pay gap and other employment inequities suffered by wāhine Māori, p.10.

And thanks to your massive response to our first-ever unionwide pay survey, we can tell you more about gender and ethnic pay gaps across the PSA – and how we plan to use the survey results to give you pay transparency through a new online pay tool, p.11.

NEW ERA FOR PUBLIC SERVICE

The PSA supports a bill to reform the public service which was introduced into Parliament in November.

We welcome the clarification the bill provides about the role of the public service in relation to the Treaty of Waitangi.

We strongly endorse its affirmation that public servants have the same rights as other citizens.

We are also keen that the new legislation includes a commitment to meeting the Gender Pay Principles, which provide a framework for eliminating gender pay gaps and other gender-based inequalities in the workplace.

The PSA will continue working with Government around details such as the mobility of public servants between departments, in the hope the new legislation will improve productivity and working conditions.

We encourage members to make submissions on the bill or contribute to the submissions of the PSA and Te Rūnanga o Ngā Toa Āwhina.

ELECTION 2020: WHAT MATTERS TO YOU

A lack of affordable housing, healthcare, pay, work and the cost of living, and climate change are concerns that are likely to be on your minds in election year.

They were the common themes to emerge from a survey of PSA members in October.

We asked you what you were most concerned about for your families, your workplaces, your communities and for New Zealand – and what you think needs to change.

In every general election we speak up for PSA members and the public and community services you work in. Your responses to our survey will contribute to our campaign planning for Election 2020. We'll update members in the New Year on how you can be involved.

Many thanks to everyone who shared their views and congratulations to the two winners of the supermarket vouchers!

NIWA INDUSTRIAL ACTION



Hundreds of NIWA members across the country walked off the job for two hours on November 21, and refused to submit timesheets for two weeks.

During the strike the workers were out in their communities cleaning up beaches, parks and rivers.

PSA members have agreed to a proposed 2% pay increase, but the PSA believes NIWA's refusal to settle after 16 months is part of a wider approach to undermine the collective employment agreement and union membership.

NIWA has been refusing to allow overtime compensation for working unsociable hours, and some members say they feel targeted and discriminated against.

It was the first industrial action taken by workers at a Crown Research Institute since they were created in 1992.

MORNING TEA TO TAUTOKO LIVING WAGE



PSA Department of Internal Affairs members at the National Library and Ngā Taonga in Wellington held a morning tea during Living Wage Week in November to show their solidarity for the cleaners and security guards there who are E tū members.

PSA National Library delegate Chantalle Smith said the security staff and cleaners are their whānau.

“We don't think it is right that they are paid so little. They work hard and do long hours, and yet they still struggle. We will support these workers until they are paid fairly”

DIA has now approved the Living Wage for its workers. It's hoped this could assist the campaign for the Living Wage for the security staff and cleaners.

Other events for Living Wage Week included the Auckland opening of the My Life to Live photographic exhibition about refugee workers.

Living Wage Aotearoa is also celebrating its success in getting many local government election candidates to commit to extending the Living Wage.

HOLIDAYS ACT UNDERPAYMENTS

The PSA and other unions have agreed a memorandum of understanding with DHBs and the Labour Inspectorate on a national process to identify and rectify non-compliance with the Holidays Act.

In October the Health Minister David Clark said sampling of payroll records found \$550-650 million is owed to DHB staff due to non-compliance.

He estimates it will take two years for DHBs to review and rectify the historic issue.

In the public service, the PSA is working with a number of employers to resolve Holidays Act compliance problems that have left thousands of workers short-changed. The PSA acknowledges that some agencies have already rectified the issues, while others are in the process of doing so.

Contact your PSA delegate if you have questions regarding possible underpayment of your holiday pay.

NEW SCIENCE COMMITTEE LEADERS

The PSA's National Science Committee has recently elected Grant Rennie from AgResearch as the new convenor and Delia Tamsen from GNS Science as deputy convenor.

Grant replaces past President Paula Scholes, while Delia replaces Mark Andersen.

While they're big shoes to fill, Grant and Delia are up for the challenge and bring fresh perspective to the Committee.

JUSTICE REFORMS



Ministry of Justice national delegates met with Justice Minister Andrew Little at PSA House in Wellington in October.

The PSA has also written a letter to the Minister outlining members' views on Hāpaitia te Oranga Tangata, the proposed reforms to the justice system.

These include the need for more support for mental health and addiction issues; general support for people before, during and after incarceration; and the need to focus on institutional racism, rehabilitation and prevention.

The letter also states that the PSA and Te Rūnanga o Ngā Toa Awhina expect to be actively involved as a partner in the reform process.

Kindly leading the way to Equal Pay

As women began working for free in New Zealand on November 18, the PSA was working hard on a number of fronts to close the gender pay gap.

PUBLIC SERVICE ADMIN CLAIM

A letter has gone out to chief executives in the public service, ACC and Kāinga Ora raising an equal pay claim on behalf of PSA members who perform clerical and admin, customer support, and call centre work in those agencies.

It's a significant claim which we hope will deliver equal pay to about 10,000 of the lowest paid workers in the public service, along with ACC and Kāinga Ora.

Their work has historically and is currently performed by mainly female employees – and has historically and continues to be undervalued.

We're now awaiting a response from employers to the claim.

HEALTH COMMITTEE APPEARANCE

DHB Admin delegate Nancy McShane spoke to a submission on their equal pay claim before the Health Select Committee, in the same week that women began working for free.

The submission urged that pay increases for DHB admin workers be funded to recognise the historic undervaluation of their skill and expertise.



Equal Pay organiser Jo Taylor, DHB admin delegates Nancy McShane and Jennifer Rankin, and support worker Judy Robb at Health Committee appearance

“We celebrate the select committee appearance, which was a result of the 12,800 signatures we collected for our DHB admin petition,” says PSA equal pay campaign organiser Jo Taylor.

DHB DONATION DRIVE

DHB admin workers also brought kindness to the equal pay fight by organising donations for local food banks in the lead-up to Christmas.

It was a reminder to the DHBs that admin staff are still fighting for Equal Pay, and still doing amazing mahi to help ensure New Zealanders get the health care they need.

It was also an opportunity to turn their organisational skills to addressing a need in the wider community.

WOMEN EMPOWERING WOMEN

In the same week an event was held to establish a Wellington Women's Network Hub.

It was one of a series of Women's Network meetings taking place around the country to set up regional hubs.

The hubs will be led by members to increase regional activity on issues affecting women such as equal pay.

They will offer an opportunity for members to take on leadership roles, and grow their confidence and skills.

Earlier hub meetings were held in Christchurch and Nelson in October, while future events are being planned for Dunedin and Auckland.

Stand up for library workers

Local government library assistants launched a campaign on November 22 to raise awareness of their equal pay claim and the work they do.

At the launch during the Wellington's Women's Network Hub event, delegate Chantalle Smith spoke of how research for their equal pay claim had found the skills required to do their job could be broken down into 22 separate categories.

“They include information technology, emotional, social and caring, teaching, local and general knowledge, cultural sensitivity, and health and safety.”

“Everybody loves their libraries, but we need to make sure the salaries of library workers reflect the work they do.”

EQUAL PAY CLAIM UPDATE

The campaign launch came as action ramps up on the local government library assistant's equal pay claim.

In May this year the PSA notified the six large urban councils – Auckland, Tauranga, Hamilton, Wellington, Christchurch and Dunedin – that we believe local government library assistants suffer from illegal gender-based pay discrimination.

A bargaining committee has now met with council representatives and is working on Terms of Reference for the claim.

The aim is to agree on an equal pay rate for library assistants that we



Stand Up for Library Workers campaign committee: Olga Hemmingsen, Jenny Merton, Bronwyn Maxwell, Susan Heron, Chantelle Smith, and Rachel Raphael

can take to each council to bargain for its implementation.

SPRINGBOARD FOR EQUAL PAY

While this claim is specifically for local government library assistants the PSA also believes all local government workers in female dominated occupations may suffer gender-based pay discrimination.

The claim could also provide a platform to achieve equal pay for library workers in other sectors including the public service.

Our aim is to use equal pay settlements in one occupation or sector to achieve equal pay across our membership.

PHOTOGRAPHIC EVIDENCE

As part of efforts to raise awareness of the many different responsibilities of library assistants, we're asking members to send in photos of the mahi they do.

So far the photos sent in show library workers doing everything from organising kids and teens holiday programmes, book groups, supporting adult literacy and numeracy programmes and heritage festival events, to running workshops on what to do with your DNA results.

Some of the photos will be posted on the library workers campaign page: psa.org.nz/libraries

‘Our passion is perceived as a threat’

Mana Wahine claim gathers powerful evidence

A survey of wāhine Māori in the PSA has drawn a fantastic response - with more than 900 members taking the time to tell us about their employment experiences.

The survey was held to help gather evidence for Te Rūnanga o Ngā Toa Āwhina’s Mana Wahine Waitangi Tribunal claim, which challenges treaty breaches that have led to employment inequities for wāhine.

A clear result emerging from the survey is the high percentage of respondents who reported experiencing bias, racism and discrimination at work.

We’ll have more survey findings once our analysis is complete.

About nine members have stated they’d like to present their story to the Waitangi Tribunal, while 75 are interested in becoming Kaikōkiri Mana Wāhine or advocates, and almost 200 are willing to be contacted about their responses.

The claimants would like to thank all those who participated in the survey.

KŌRERO AT HUI

Heartfelt kōrero from wāhine Māori about the injustices they’ve experienced were also heard during this year’s sector hui.

Wāhine at the hui spoke of how the education system had failed them through bias, segregation, a lack of Te Ao Māori in schools and of encouragement to achieve.



Mana Wahine claim rōpū: Marcia Puru, Dolly Larkins, Helen Panoho, Sue O’Shea, Tania Te Whenua, Marshall Tangaroa, claimants Paula Davis and Georgina Kerr, and Leslie Dixon. (Absent claimant Llani Harding)

They said systemic bias, racism and bullying continued into the workplace.

Others spoke of being labelled too confrontational, strong, difficult, assertive or aggressive in the workplace. One wahine said her ‘passion is often perceived as a threat’.

PSA Kaiwhakarite Māori Marcia Puru says the kōrero was often “emotional” but the strength of the wāhine in overcoming barriers also shone through.

The kōrero from the hui will provide further evidence for our Treaty claim.

SHOCKING STATISTICS

As work progresses on the claim, new statistics are emerging about the persistence of the pay gap for wāhine Māori.

While New Zealand women effectively began working for free on November 18 due to a 11.9% pay gap with men, wāhine Māori have been working for free since October 12 due to a 22.1% pay gap.

Our own PSA Pay Survey also reflects the gender and ethnic pay gaps in the wider workforce. (see next page)

“The numbers remain terrible for Māori and Pasifika women,” says PSA organiser Dolly Larkins.

“We need to get some hits on the board. Let’s hope this claim helps us to do that.”

The claimants expect to hear more about a hearing date in April.

They’re moving into full campaign mode with the development of branding, and plans to hold a stall at Waitangi in February.

Stark statistics help fight for equal pay and transparency

More than a third of PSA members or 27,291 of you shared your pay information with us in our first union-wide pay survey in September.

Your salaries generally reflect the gender and ethnic pay gaps seen in the wider workforce with Pākehā men well out in front of other groups. (See graph 1)

We are starting to analyse the results by occupation to support our work to achieve equal pay.

ONLINE PAY TRANSPARENCY TOOL

The PSA policy team plans to use the data to create a new online pay tool which should be available for use by members only from early next year.

The tool is an important development as it will help give members transparency around pay rates in their profession, national secretary Glenn Barclay says.

“Without pay transparency people negotiating their pay are on an uneven footing with their employer. It allows pay inequities to continue and grow.

“There is very little transparency in New Zealand around rates of pay for different occupations. We aim to use the survey to make this kind of information available to you in an ongoing way.”

AVERAGE SALARY

Initial analysis of the data shows the average full-time equivalent salary for PSA members is \$66,482, while the median is \$61,000. (See graph 2)

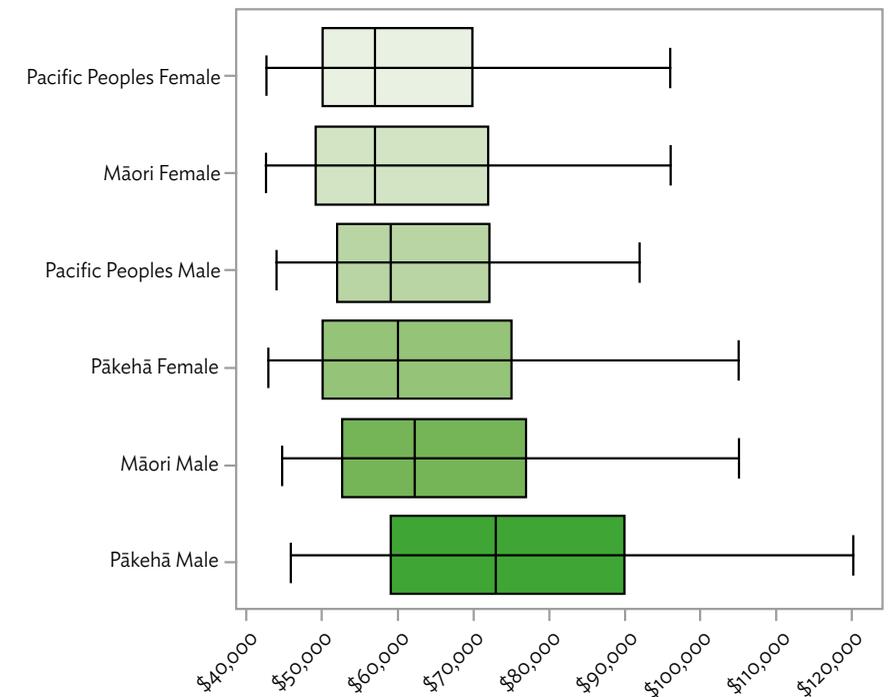
PSA FEE STRUCTURE

We are also using the survey results to model changes to the PSA fee structure to make it fairer. We’ll let

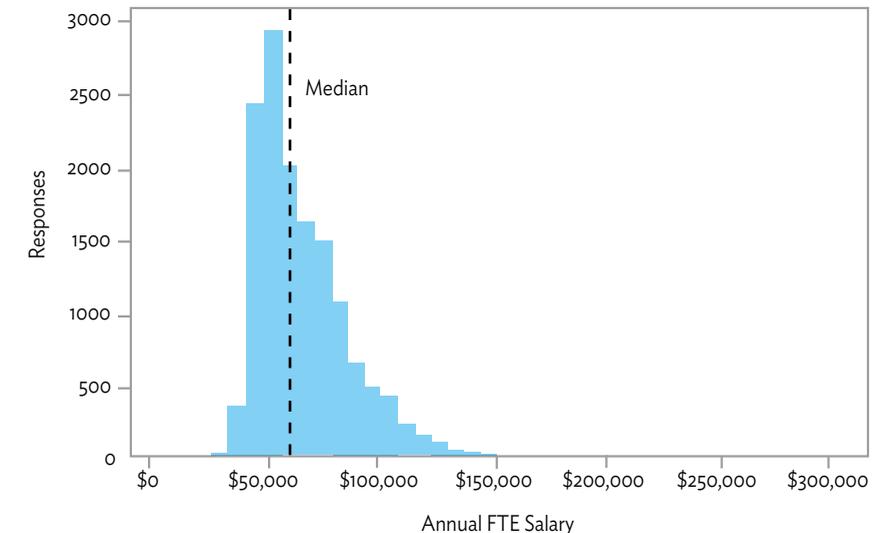
you know more about that once the analysis is complete.

Thanks to everyone who took the time to complete the survey!

Graph 1: FTE Salary by Ethnicity and Gender



Graph 2: FTE Salary distribution sample respondents





“We are delivering, but we have so much more to deliver”

The CTU Biennial conference in October was an opportunity to reflect on the significant gains made for working people during the Government’s first two years in power - and to challenge it to go further.

In her speech to the conference, Prime Minister Jacinda Ardern spoke of her Government’s achievements.

They include the lowest rate of unemployment in 11 years and the creation of 92,000 new jobs.

In April this year a \$1.20 increase to the minimum wage put the Government on track to meet its goal of lifting the minimum to \$20 an hour by 2021.

“With more jobs and better wages we’re seeing real improvement in New Zealanders’ wallets,” the Prime Minister said.

WORKERS’ RIGHTS

Jacinda Ardern also highlighted measures including restoring the right to reasonable meal and rest breaks, extending paid parental

leave to six months, and introducing domestic violence leave to support those escaping it.

She said the Government had made changes to the Employment Relations Act to “give voice to the greatest asset we have, our workforce and our people”. The changes make it easier for workers to know about and join their union, and strengthen collective bargaining and union rights.

Other gains include the largest pay increases in a decade for nurses and teachers, along with significant investment in the mental health workforce.

On the equal pay front a claim for Oranga Tamariki social workers has seen them gain pay increases of up to 30%, while the care and support settlement was extended to mental

health and addiction workers.

MORE TO DELIVER

The Prime Minister acknowledged the frustration of those who believe the Government should be doing more, faster.

She said work is continuing to update pay equity legislation and to progress equal pay claims, and that Fair Pay Agreements are “part of the longer term solution for those ... in the low wage economy”.

But she said challenges caused by years of neglect under National require more than a quick fix.

“We need to stay in Government long enough to ensure these policies stick and prove their worth... We are delivering, but we have so much more to deliver.”

Fair Pay Agreements will give workers a fairer deal

The PSA and other unions believe Fair Pay Agreements will offer a fairer deal for many of this country’s most vulnerable workers.

That’s why we’ve made a submission on the Government’s new discussion document on FPAs and have been encouraging members to make sure their voices are heard.

This Government has stated its commitment to improving the well-being of all New Zealanders.

Economic studies commissioned by the Council of Trade Unions have found a return to sector bargaining in the form of FPAs is the most effective thing it could do to achieve that.

WHAT ARE FAIR PAY AGREEMENTS?

Currently too many New Zealanders endure poor working conditions in jobs that don’t pay enough and offer few opportunities for career progression.

FPAs will set minimum employment standards that will apply to all workers in an industry.

Early in January a working group led by former Prime Minister Jim Bolger recommended that bargaining for FPAs should begin when called for by either 1000 workers or 10% of workers in an industry.

Employers, government and unions would then negotiate terms covering every workplace within that industry, regardless of whether workers are union members or not.

They would also work together to



PSA delegation at CTU conference

develop co-ordinated industry-wide strategies for training and workforce development.

NO MORE RACE TO THE BOTTOM

Currently low wages and insecure conditions are the norm for cleaners, security guards and supermarket workers, so these are the first groups proposed to be covered by FPAs.

Some of these workers have organised to win improved pay and conditions, but the companies they work for must then compete for contracts with non-unionised companies.

By establishing consistent standards for pay, breaks, hours and safety practices, FPAs will prevent unscrupulous employers from undercutting employers that treat workers better.

Unions have limited resources, and having to fight the same battles over and over again, company by

company, makes it harder than it should be to protect the pay and conditions of workers.

Fair Pay Agreements will ensure no worker is left behind.

HOW WILL THIS AFFECT PUBLIC SERVICE WORKERS?

The first areas where FPAs will be trialled are in the private sector, but the introduction of these laws will benefit all workers.

FPAs are proposed to apply to contractors as well as permanent employees.

In many government departments, there is a second-tier workforce made up of contractors and workers from labour-hire companies.

It is a priority of our union to end this situation. Everyone deserves equal pay for equal work, and public sector employers have for too long used contractors and temping agencies to try and undermine our collective agreements.

Thank You!

Honours for workers on frontline

PSA members were to the fore as the Public Service Day awards were announced in November.

The inaugural Public Service Day – Te Rā Kāwanatanga was held last year so this is the second year the awards have been handed out.

We're proud of all our members who received Public Service Medals or State Services Commissioner's Commendations for Frontline Excellence.

"It's well-earned recognition of the amazing mahi they do to improve the lives of their fellow New Zealanders," says PSA national secretary Glenn Barclay.

PUBLIC SERVICE MEDAL RECIPIENTS

Ministry of Justice court services manager Maree Hayes



For 43 years, Maree has been putting people first.

As an Invercargill courts employee, she has a

reputation for exceptional customer service, and has brought experience and expertise to a range of national projects.

Her spirit of service extends well beyond the workplace.

Maree helped bring an educational initiative for young people and repeat offenders with serious driving offences to Southland. Her commitment extended to working evenings and weekends with offenders to make a positive impact in their lives.

Ministry for Pacific Peoples southern regional partnerships director Diane Fenika



Diane works tirelessly to ensure the perspectives of South Island Pacific communities are reflected in the

design and implementation of programmes affecting Pacific people.

During 19 years of public service, she has shown the ability to earn trust and respect and to build enduring relationships with communities.

She's passionate about her work, in particular, supporting the development of young Pacific leaders. She is known for creating a safe space for Pacific voices to be nurtured and heard.

FRONTLINE EXCELLENCE COMMENDATION RECIPIENTS

MSD national limited service volunteer coordinator Brittnee O'Brien



Each year Britnee helps 400 young people through the Limited Service Volunteer course, which

builds their confidence and motivation as they enter the workforce or training.

She works to get to know the

young people so she can find the right employment opportunities for them. She got a young man who was headed for prison onto a course and supported him through to graduation, so he now has very different prospects.

Brittnee builds relationships with employers, encouraging them to give young people a chance. She's helped place them in the Police, Defence, hospitals, hotels, call centres, construction, security and traffic management roles.

Inland Revenue customer compliance specialist Rochelle Bouterey



Rochelle is committed to ensuring New Zealanders have trust and confidence in our tax system, and works to ensure it is fair, efficient, and effective.

Her investigation into suspected multi-million dollar income suppression by a restaurant chain led to one of the most significant prosecution cases undertaken by IR in the past decade.

Rochelle displays the highest standards of integrity, and inspires everyone she works with.

MSD case managers Jacqui Karena and Tiana Timoteo



Jacqui and Tiana manage the Community Link in Courts service at the Auckland District Court and helped establish the service at

the Manukau District Court.

The service helps people affected by family violence to get the support they need.

With six decades of frontline service between them, Jacqui and Tiana (who is not a PSA member) bring strong cultural understanding to their work with Tangata Whenua and Tangata Pacifica.

They also provide a weekly clinic servicing the New Zealand Prostitute Collective, working with transgender, takatapui and sex workers.

The pair help Auckland's most vulnerable people to navigate the social support system in a way that takes away fear and uncertainty.

Corrections probation officers Georgina Delamere and Penni Gray



Georgie and Penni are helping create safer communities on the isolated East Coast, which has historically been difficult for the Department of Corrections to service.

Each week they travel 240 kilometres from Ōpōtiki to Potaka and back, working with communities, whānau and external stakeholders to develop a "korowai o manaaki" (wrap around support) to people in predominantly small Māori communities.

These women bring the values of kaitiaki, manaaki, rangatira, wairua, and whānau to their everyday practice.

Often working in isolation, they

have to be flexible and adaptable and rely on their local networks and relationships to get things done.

MSD assistant service centre manager Firoza Shaikh



Earlier this year Firoza supported the Muslim community in Christchurch and her colleagues in the wake of the

terror attacks.

Her compassion and empathy enabled her team to work in different ways to make sure the people of Christchurch got the support they needed.

“These women bring the values of kaitiaki, manaaki, rangatira, wairua, and whānau to their everyday practice.”

Firoza has now returned to her role in Auckland, where she continues to support the victims and families who have moved up there.

Her exceptional service in extraordinary circumstances has made a genuine positive difference in the victims' lives.

happy holidays

As our thoughts turn to sand, sea and summer holidays some members will be looking forward to a welcome break at our PSA holiday homes.

This summer we're pleased to be able to offer two new accommodation options in Whitianga and Mangawhai Heads.

WHITIANGA

Our new Whitianga holiday apartments were already booked up for months by time they opened on Labour Weekend following an official blessing from Rūnanga Kaumātua Kiwhare Mihaka.

Visitors to the two new 2-bedroom units at the Marina Park apartments can enjoy facilities including a heated outdoor swimming pool, spa and gym.

The apartments are conveniently located close to the town centre and can be a hub to explore the stunning beaches, hot pools, arts and culinary delights of the Coromandel Peninsula.



With a surf beach and a safe estuary for swimming, scenic coastal and bush walks, a thriving artistic community and a host of other activities, Mangawhai offers something for everybody.

MANGAWHAI HEADS

A brand new 3-bedroom home in Mangawhai Heads is opening in mid-December. Featuring a large open plan kitchen/dining/lounge area, a family bathroom and luxury ensuite, a games room, lots of large windows, and front and back decks – its truly set up for the whole family all year round.

Just under 100 kms from Auckland's CBD, this spectacular spot is a world away from the hustle and bustle of the city.

HOLIDAY HOME SURVEY

The PSA holiday homes are member-owned and managed by us on your behalf.

As such it's the responsibility of each member who stays at a home to look after it for those who come after.

Currently we keep rates low for members by asking you to bring your own linen and clean the units at most locations before departure. But over the years we've found more members are not complying with this requirement.

So earlier this year we conducted a survey to find out how you'd like them maintained.

The results indicate many members would like to have the option of hiring linen and paying for a cleaning service, so we are endeavouring to make that happen.



HOT DEMAND

Our 44 holiday homes and apartments in ten locations are running at 80% occupancy rates with members crying out for more.

We receive a lot of positive feedback from members, who often find them value for money compared to motels and hotels.

While our rates currently range from an affordable \$58-155 a night, there will be small rate increases of about \$6 a night in most locations from April next year.



HOLIDAY SNAP COMPETITION

Every year members make magic memories at our holiday homes and we're keen to share that with you in Working Life.

So if you take a memorable snap at one of our homes this summer send it to us at plus@psa.org.nz with your name and holiday home you stayed at and go in the draw to win a Logitech Ultimate Ears Megaboom 3 valued at over \$300. Entries close 1 February 2020.

With our homes all snapped up for the summer period in our annual ballot all that's left to do is to wish you all a Merry Xmas and a fantastic and well-earned holiday!

Nā the PSA Plus team

PSAY Hui Inspires Success

Inspirational speeches at this year's PSA Youth Hui have propelled Elvise Van Der Leden into a seat at the council table.

After joining the PSA earlier this year, the DOC worker decided to attend the PSAY Hui in August.

"I went along just to learn but I was really inspired by everybody who was there," Elvise says.

Speakers including Green MP Chlöe Swarbrick made a big impression on the 28 year-old.

"Just going for it. Normalising young people standing for office was a big theme that I took from it."

So much so she threw her hat in the ring for a seat on the Taranaki Regional Council – and just a few months later was sworn into office.

Elvise says it took a while for the significance of her victory to sink in. "Especially for a young, multi-ethnic woman to get into that position first



PSA member and councillor Elvise Van Der Leden with Green Party MP Chlöe Swarbrick

time round was humbling."

She says she always got a laugh at election forums when she described herself as a half-Filipino half-Irish woman married to a Dutch-Māori, but now she believes she brings a fresh perspective to the council.

She hopes to promote the use of social media to educate her peers, marine issues which are close to her heart as a part-time environmental

educator, and the Living Wage for council contractors.

CONGRATULATIONS

The PSA congratulates Elvise and other PSA members who stood in local government and DHB elections in October.

Other successes include the return to Wellington City Council of PSA lawyer Fleur Fitzsimons, the election of PSA member Nicole Marshall to Environment Canterbury, and members Andrew Shaw and Cindy Schmidt to the Kaipātiki Local Board, Auckland Council. Former PSA member Zoe Brownlie was re-elected to the Auckland District Health Board.

We also thank candidates for promoting issues like the Living Wage, equal pay, and better public and health services during the campaign.

Tauranga council members strike to resolve pay dispute

Strike action at Tauranga City Council in October may have helped bring resolution closer to a dispute over the council's salary system.

PSA members at the council went on strike for two hours on October 24 in frustration over a system that leaves some languishing on pay up to 10 percent less than the median rate for years.

As *Working Life* went to print members were considering an improved offer from their employer.

Delegate Peter Mora says so far there has been a "positive response" from members overall to the offer which came after mediation with MBIE.

But he says they still need to work through the implications for all 120 members.

"It was after the industrial action that the employer realised how serious we were about getting it sorted," he says.



"We must change our practices of ignorance and neglect"

The PSA proudly supported the School Strike for Climate in September. For some of our Pasefika members the effects of climate change are already hitting home. They tell us why they took part in the rally on Parliament.

A SOUTH PACIFIC ISLANDER'S PERSPECTIVE

Tania Siwatibau – Ministry of Health delegate, Pasefika Network Eco Rep

Most of my younger years were spent growing up in and visiting South Pacific islands.

I was born in Fiji, lived in Vanuatu and visited Solomon Islands and New Caledonia. These islands will always have a special place in my heart, so it is sad to see the plight they face as a result of climate change, particularly Fiji and Solomon Islands.

With rising sea levels and temperatures, comes the disappearance of settlements in low lying coastal areas as well as more frequent devastating tropical storms. Being displaced from coastal areas means a loss of livelihood as many rely on fishing for earnings and sustenance. It also means they lose the land they own. No food, no money, no land.

More storms cause more frequent damage to livelihoods, homes and infrastructure. How many times can a person bounce back if they don't have resources and money to recover each time?

Climate change is very real, current and damaging to Pacific Islanders. It will leave them with no home, no earnings, and loss of identity, self-determination and self-esteem as they



Pasefika marchers

are made to be more dependent on others.

HOPE FOR MY ANCESTRAL LANDS

Nia Bartley, Capital & Coast DHB delegate, Women's Network Eco Rep

Being a born and bred Kiwi, heading to the beach during summer was the norm. The beautiful and glistening moana beckoning us to enjoy the soothing, salty water, with its provisions of kaimoana a bonus.

The reality is this very sea water, because of the climate change crisis, has caused havoc to the islands of my ancestors throughout the Pacific especially low-lying islands Tokelau,

Tuvalu and Uvea. For decades our people have stated global warming was an issue. Dismissed and ignored by big corporations and bigger nations that thought it was all hype.

Now people are waking up to the sad reality that the world as we knew it is changing and has changed. Sea life is dying because the waters are too warm.

Many peoples will be displaced because their homes, their land, their fenua if not already, will disappear. Pacific cultures and their beautiful way of life changed forever.

Collectively, we must change our practices of ignorance and neglect and save our planet before it is too late.

Reducing Māori Health Inequities



“It opens their eyes”: Sector Māngai elected at Hui

There's a mix of old and new amongst the Sector Māngai elected at Public Sector, DHB and Combined sector hui in August and September.

Their role is to organise and advocate for Māori members in their sectors. They also represent their sectors on Te Kōmiti o Te Rūnanga o Ngā Toa Awhina and on sector committees.

“It's a very important role so it's great to see fresh faces coming forward, while we've retained some experienced hands too,” says PSA Kaiwhakarite Māori Marcia Puru. Rangatahi reps were also elected at the hui.

SHARING IDEAS

The hui also covered a range of issues with speakers and workshops

on everything from public service reforms, to mental health and te reo revitalisation.

But alongside that, the hui enabled delegates to share ideas and experiences and to go away invigorated and inspired.

“It opens their eyes to see that it's not just about my workplace. We all have common issues,” Marcia says.

“It is huge for engaging delegates, building whanaungatanga, kotahitanga and rangatiratanga.”

SECTOR MĀNGAI:

Rātonga Mahi ā Hāpori - Community Public Services: Christine Hawea, Violet Slade, Mahana Paerata, Pania Love, Elizabeth Wichman

Te Pōari Hauora ā Rohe - DHB:

Allan Franks, Virgil Iraia, Lesley Dixon, Thereza Clark, Corina Alipate, Andrea Jerry, Pamela McCullough, Natasha Hohaia

Kāwanatanga-ā-Rohe - Local Government: Sally Simpson, Joy Benioni, Kevin Thompson, Reremoana Sinclair

Rātonga Mahi ā te Kāwanatanga - Public Service: Priscilla Benioni, Paula Davis, Pere Paul, Marshall Tangaroa

Rāngai Tūmatanui - State Sector: Alby Marsh, Susan Young, Gail Arthur, Melanian Brown

RANGATAHI REPS:

CPS Simone Best, DHB Jazmine Murray, Local Government Leila Bailey-Moore, Public Service Rireana Kirkwood, State Sector Lance Westrupp

Appearing before the Māori Affairs Select Committee to speak to the Inquiry into Health Inequities for Māori was “awe-inspiring” for Allan Franks.

The convenor of Te Tira Hauora Kōmiti, a committee of Māori delegates across the DHB sector, presented their submission to the inquiry in November.

“It was an honour to present the submission on behalf of our members, the delegates who attended PSA's Hui Hauora at Orongomai Marae in September, and especially our whānau maha who quantify the inequities. Their kōrero at the hui formed the basis for our submission,” Allan says.

The submission acknowledges factors contributing to the persistence of health inequities.



PSA policy advisor Andrea Fromm, Allan Franks, Te Rūnanga Kuia Georgina Kerr and Kaumātua Kiwhare Mihaka

“They include institutional racism in our workplaces, the effects of colonisation, the lack of resources, poor recruitment of Maori staff, poor support for Kaupapa Maori, and the failure to value matauranga Māori,” Allan says.

A VOICE FOR KAIMAHI

The submission calls for the PSA and Te Tira Hauora Kōmiti to be involved in the co-design of health

service reforms to provide better strategies.

These include the rollout into workplaces of 'Ngā Kaupapa i Tuku Ihoa', Te Rūnanga O Ngā Toa Awhina's best practice framework for Tikanga Māori behaviours. “We believe this will help reduce inequities and improve outcomes for whānau,” says Allan.

The submission also calls for better visibility of Te Tirīti o Waitangi, ring-fencing funding for Māori health, robust management of institutional racism, and consideration being given to making cultural competencies mandatory.

As a result of the submission a meeting is being organised between a delegation from Te Rūnanga and Labour's Māori caucus.

‘It's important to have Māori and female voices at the table’

From small town Aotearoa to the United Nations – it's been a big year for one PSA member from Te Puni Kokiri.

Staff from the Ministry's policy teams have attended UN indigenous rights forums in Geneva and New York.

For policy manager Erin Keenan who grew up near Palmerston North it's been an opportunity to become a “global citizen”.

“It's a chance to learn from others and help others to learn from us.”

Erin says other countries are keen



Erin Keenan

to hear about New Zealand as we are unique in having Te Tiriti and acknowledging there are areas that need improvement.

CONVEYING MĀORI EXPERIENCE

Erin spoke at the forums and participated in bilateral meetings. She

says it was also a great opportunity for professional development.

“Te Puni Kōkiri is keen to make these kinds of experiences accessible to as many people as possible. It's important to have Māori and female voices at the table.”

Erin, from Te Ātiawa ki Taranaki, says it's also important to convey the real life experiences of whānau to forums such as the United Nations, and to bring back the ideas that are gained to make a meaningful difference for Māori.

Celebrating 10 years

UnionAID is the New Zealand union movement's international development charity. As our 10th anniversary draws to a close we'd like to thank all those who have supported us during that time.

That includes the PSA which is donating \$3,000 a year for the next ten years.

You can find out more about our work and how to donate at unionaid.org.nz

What UnionAID does



Around the world 300 million working people live with their families on less than \$2 a day.

UnionAID tackles the causes of poverty by helping working people get organised to collectively stand up for their rights and better wages.

We partner with unions in developing countries to provide labour rights education, skills training, advocacy, collective bargaining and establish worker led co-ops.

This change is funded by the solidarity donations of New Zealanders who believe in social justice and better work for a better world.

Achievements over the last 10 years

Call centre workers in the Philippines successfully campaigned for health and safety law changes after a deadly workplace fire.



Railway Workers Union members in Myanmar bargained for secure jobs with decent wages for over 1,000 casual staff.



Garment workers in Fiji increased their minimum wage by 19% following a campaign by our union partners.



Over
4000
Dalit workers in India have formed their own worker led co-operatives and doubled their incomes.



Nearly 2,000 migrant women from Myanmar have had skills training and labour rights education and gone onto find decent work in Thailand safe from human trafficking.

100 Years On - Labour is **still** not a Commodity

Nā Andrea Fromm PSA Policy Advisor

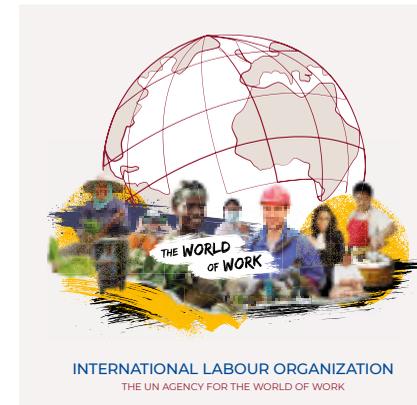
The 100th anniversary of the International Labour Organisation this year is a timely reminder of its continued relevance. Its constitution still strikes a chord for those of us fighting for workers' rights:

Whereas universal and lasting peace can be established only if it is based upon social justice; And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required; ... by the regulation of the hours of work, ... the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, ... recognition of the principle of equal remuneration for work of equal value...

In 1944, the Philadelphia Declaration confirmed the vision of the ILO in a few simple words: *Labour is not a commodity.*

CONTINUING INFLUENCE

Since then the organisation has played a role at key historical junctures – the Great Depression,



decolonisation, the creation of Solidarność in Poland, the victory over apartheid in South Africa.

Each year the NZ Council of Trade Unions participates in ILO conferences, which adopt international labour standards. They are a crucial building block towards achieving fair globalisation, which delivers social justice and lasting peace.

In 1999 the ILO proposed the decent work agenda, which encompasses the creation of employment, respect and fulfilment of rights at work, ensuring social security, and negotiation between unions and employers.

FUTURE OF WORK

Twenty years on a landmark report entitled '**Work for a Brighter Future**', addresses today's challenges to decent work including unprecedented transformational and technological change. This year's annual ILO conference adopted the **Centenary Declaration for the Future of Work**.

It underlines the importance of taking a human-centred approach. Technology needs to benefit human beings - not the other way around.

The declaration also promotes workers' rights as key to achieving inclusive growth, and the importance of the public sector. The declaration recognises contractors and self-employed people must enjoy adequate protection like all other workers.

SIGNIFICANCE FOR NZ

This Declaration was adopted by the New Zealand government, its employer and union representatives. It therefore guides our goals, work relationships, and negotiations in this country. The PSA is also supporting a CTU campaign for New Zealand to ratify ILO convention 87, which sets out the rights of unions to exist and organise, and Convention 151 which extends union rights to public service workers.

We would also like this country to put into practice the protections in a new ILO convention, which recognises that violence and harassment at work are human rights violations.

Although 100 years old, the ILO is not a lame duck but a grand dame able to influence the world of work, yet relying on all of us to make decent work a reality in the 21st century.

Your voice, our system

The PSA is hosting regional and online health forums in December to give members another opportunity to have their say in the reshaping of services.

The forums will focus on mental health & addiction services, Māori health inequities, and disability services.

Members are invited to propose solutions from a worker perspective to failures that have been identified in the system.

The forums are in Wellington on December 2, Christchurch December 3, and Auckland December 6.

ENSURING WORKER VOICE

The forums come six months after the Government released its response to *He Ara Oranga: Report of the Government Inquiry in Mental Health*

and *Addiction*, closely followed by a \$1.9 billion mental health package in this year's budget.

As the Government has been implementing changes, the PSA has been working to ensure our members who will be delivering transformed mental healthcare are represented in the redesign of services.

We've been meeting regularly with Deputy Director-General of Mental Health & Addiction Robyn Shearer, while PSA representatives have also met with the MHA Directorate to discuss the struggling state of crisis teams.

As a result of this crisis team delegates will soon be invited to gather workforce experiences and ideas to report back to the Ministry of Health.

EARLY INITIATIVES

Several new mental health initiatives have already begun making headway.

These include a \$6m pilot programme giving 22 general practices and kaupapa Māori providers funding to place trained mental health workers into primary health services such as doctors' clinics and iwi health providers.

The Government's suicide prevention strategy has identified national leadership, using evidence, workforce development, and evaluation and monitoring, as keys to building a strong system that supports wellbeing and responds to people's needs

An initial Mental Health Commission has been announced to help establish a permanent commission in February 2021. The Commission will track the Government's progress on actions to improve mental healthcare, reporting back to the Minister of Health.



PSA delegate Kelly Broerse says her colleagues at the Institute of Environmental Science and Research (ESR) in Auckland are used to her showing up at work with black eyes and bruises.

That's because when she's not involved in a tough round of negotiations, or doing her day job as a forensic technician, Kelly is likely to be found in the Muay Thai kickboxing ring.

She has an impressive record of 14 wins from 17 fights, and currently holds one New Zealand and two South Pacific titles.

WORLD TITLE FIGHT

Kelly also fought unsuccessfully for an amateur world title in Brisbane in September.

Not bad for a woman who got into the sport just to keep fit.

"It's a really big achievement fighting for a world title. But I'm most proud of actually getting in the ring. The anxiety when you are waiting to get in there with someone who wants to smash you is insane," Kelly says.

Muay Thai boxing is a stand-up form of martial arts and Kelly says it's attracting a growing number of female fighters in New Zealand

She says a competitive nature has helped her succeed in the ring, along with a strong work ethic.

DREAM JOB

Kelly brings the same determination to succeed to her "dream job", processing DNA crime samples from all over New Zealand.

"It's not glamorous, my team doesn't attend crime scenes. But while the police and other teams are the frontline, it's rewarding to know we

are involved in finding the truth."

Kelly says her workmates make jokes about 'keeping her hands up' when they see her fight wounds – but they are also extremely supportive, attending fights or watching them on YouTube.

In turn, Kelly has shown her support for her colleagues in her role as a delegate.

"I've been on the negotiating team this year and have been involved in restructuring. So sometimes we are the middle men during all of that which can be challenging.

"But it's also been great for my personal and professional growth, helping to develop my confidence in dealing with issues, and public speaking. And it's been a great insight into ESR and other parts of our business."



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

A lifetime of discovery

Geologist, science communicator and PSA member Hamish Campbell can look back on forty years of “exploration, adventure and discovery” as he retires this year.

As a curator of the hugely popular Awesome Forces exhibition at Te Papa Museum, and co-presenter of TV show, Coast New Zealand, he has also helped bring science to a wider audience.

“What’s the point of doing any science unless we communicate it to society,” Hamish says. “Especially when we are running on taxpayer funding.”

SELLING EXPERTISE

He joined the New Zealand Geological Survey back in 1978, which became a Crown Research Institute in 1992, and was rebranded as GNS Science in 2006.

“The biggest change was becoming a CRI. The politicians asked what are scientists doing, and encouraged us to sell our expertise.”

Initially Hamish wasn’t sure about the change, but he says GNS scientists have gone on to gain revenue and rich experiences working everywhere from Oman to Indonesia.

“Because of our unique geology on a highly active plate boundary we are in demand wherever there are serious seismic hazards and wherever there is geothermal energy potential.”

When GNS Science became a founding sponsor of Te Papa twenty years ago, Hamish became the museum’s geologist and a GNS science communicator.



“There was a noble reason for the sponsorship, to help the public understand the relevance of earth science to our economy and society.”

RESTRUCTURING

In the last year though, Hamish has become a victim of restructuring at GNS Science.

“They were looking for ways to ‘modernise’ and cut costs, allegedly, and I fell through the cracks between the science and corporate functions.”

Hamish is also critical of the governance structures of CRIs, with boards that seem to have “vast powers that are coloured by risk-averse ideological or political whim rather than any objective science imperative”.

“They tend to stifle science and creativity, while also being a financial drain. As a union we need to be

making efforts to raise some of these issues.”

He is also concerned by the appointment of managers who appear to “know almost nothing about science and are hopelessly ill-equipped to lead scientists”.

NEXT GENERATION

But despite the recent restructuring at GNS Science and Te Papa, Hamish has “huge faith” in the next generation of scientists to continue to preserve and communicate scientific knowledge to New Zealanders.

He is now an Emeritus Scientist at GNS Science, and in recent years has enjoyed a role co-presenting Coast New Zealand, a programme which has screened in 26 countries.

“It’s been immensely successful and great fun. The key message from the series is that ‘New Zealand is so beautiful!’”

03
TE REO O
TE TARI

TAUPAEPAE RECEPTION

Opening the conversation	Mōrena/Nau mai/Kia ora [NAME OF VISITOR], ko Charles au	Good Morning/Welcome/Hi [NAME OF VISITOR], I’m Charles
Visitor	Mōrena/Kia ora, kei konei a JOHN MARSH?	Good Morning/Hi, is JOHN MARSH in?
If the person is available	Taihoa, māku e tono atu ki a ia	One moment please, I’ll send for him/her
	Ko wai tō ingoa?	What is your name?
	Kōrero mai anō? Āta kōrero	Can you repeat that please? Slowly please
	Kia ora [NAME]	Hi [NAME]
	Arā ngā tūru	Please take a seat
If the person is not available	Taihoa ki konei, māku ia e tiki	Please wait here, I go and get him/her
	Kei te hia wai Māori koe?	Would you like some water?
	Kāore ia i te wātea. He karere āu mōna?	She/he is not available. Do you want to leave a message?
Visitor	Āe/Kāo	Yes/No
If the person wants to leave a message	He karere āu mōna?	Do you want to leave a message?
Otherwise	Ka pai. Hei konā.	Good. Goodbye
If you are unable to understand the conversation	Mō taku hē, kei te ako tonu au i te reo Māori	I’m sorry, I’m still learning te reo Māori
	Ngā whakapāha, kāore au i te mārama ki o kōrero	My apologies, I don’t understand what you are saying They will understand and revert to English
End the conversation with a thank you and goodbye	Ngā mihi/Hei konā	Thanks/Goodbye



‘Kia ita!’
Te Taura Whiri i te Reo Māori
MĀORI LANGUAGE COMMISSION

tetaurawhiri.govt.nz

On September 27 PSA members along with thousands of people around the country marched in support of the School Strike 4 Climate.



Auckland



West Coast



Dunedin



Nelson



Wellington



Outgoing PSA Executive Board members Caro Fisher and Gail Arthur



North Shore DHB admin members collecting items for the Kindly Leading The Way To Equal Pay can drive



CPS Sector Hui



PSA organiser Tjarda Wiersdema signing a new collective agreement with ESR chief executive Keith Mclea in November



Local Government Committee



PSA member Jade Kinghazel won the Young Leader title at the State Service Commission's Spirit of Service Award



Unity in Diversity

Out@PSA is getting active at Pride celebrations and beyond

In the workplace union members seek to be visible, vocal and valued but for some workers being visible is a risk - not a right they are afforded.

Out@PSA seeks to be an active presence in the union and communities to promote diverse, respectful and inclusive workplaces.

As a network we come together to offer support and representation to members across the spectrum of sexual orientation, gender identity, and expression. Our goal is to allow members to go to work as their whole selves, with dignity and without compromise.

CHALLENGING PREJUDICES

The ambition and purpose of much of Out@PSA's work is to challenge the prejudices and ignorance that still exist in workplaces and New Zealand society.

The union movement and queer activism aren't strange bedfellows as our core work is the same. Queer activism is transformative. The work of the union movement is transformative.



Both activist movements stand together in their desire to build stronger communities and influence public opinion. Out@PSA keeps a foot in both camps, lifting up our members and communities through the work of both.

NETWORK BUILDING

Our network has been simmering away lately looking to ensure the foundations are growing.

Beyond getting out and visible at Pride events we've been looking at strategies to build our network members up to be champions in their workplace and ensuring the PSA continues to be an inclusive and welcoming union for all.

We want our members to feel confident as rainbow workers but we also want them to use their passion to leave their workplaces and the union movement better. To this end we have begun exploring model clauses and how measures like the Rainbow Standard, which the PSA assisted in developing, may be used.

STAND WITH US

The work of Out@PSA is for everyone. We often come together under the banner 'an injury to one is an injury to all,' standing proud as champions of equality.

For these positions to hold weight we need to make sure that among us can be found the full spectrum of the rainbow workforce.

So go out and build solidarity with our communities. Meet us at the Pride festivals and events happening across the country. Stand with your rainbow colleagues by challenging ignorance and prejudice in your workplace. Contact us at out@psa.org.nz to get involved.

Nā Caleb Gordon
Out@psa Convenor

Cross the ditch for less!

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

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

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

For more information go to www.cpsu.asn.au/holiday-homes, call on 00 61 8 8205 3287 or email holidayhomes@cpsu.asn.au

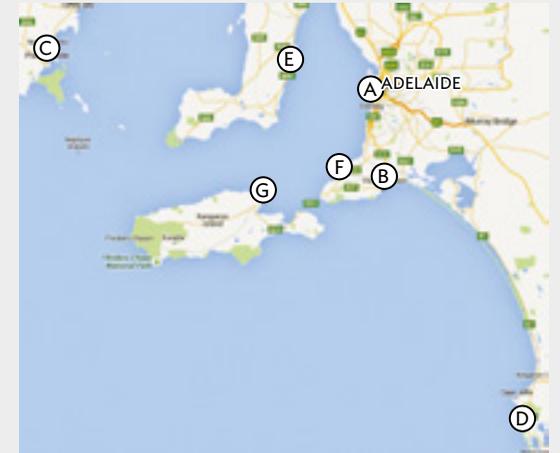
Locations

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



To make a booking download a booking form from psa.org/ozhomes, complete and return to: holidayhomes@cpsu.asn.au.

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



Great deals for PSA members
Top of the class rental rates
 With 32 locations across New Zealand, sharp rental rates and 5-star ANCAR safety rated vehicles, we're a smart choice.

We drive you happy

Thrifty



Holiday homes + apartments

Now with free wifi*

Freephone 0800 10 30 90 Email plus@psa.org.nz

*excluding Ohakune